Minutes of the

Meeting of the Executive Committee

of the

World Council of Churches

25-28 September 2007

Meeting held at

Etchmiadzin, Armenia

These minutes have no official status until received, amended as necessary and approved by the Executive Committee at its next meeting. The official proceedings of the Executive Committee consist of a documented record of decisions taken by the Committee along with the texts of documents acted upon. The introductions to agenda items and summaries of presentations and discussions are prepared by the minute-taker for background information only, and should not be cited as part of the official proceedings of the meeting nor as such attributed to the speakers' names.

World Council of Churches
150 Route de Ferney
P.O. Box 2100
CH-1211 Geneva 2
Switzerland

Catherine

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Welcome to the Armenian Apostolic Church

Prior to the meeting of the committee most committee members accepted the invitation of the Armenian Apostolic Church to join in a two-day exposure visit to the church. They visited the church of Khor Virap, built on the site of St Gregory the Illuminator's 13-year long captivity; and then moved on to the Nor Nork youth centre, where they saw an impressive demonstration of the artistic, craft, gymnastic, dancing and musical skills learned there.

The following day, they visited the Holy Trinity Church in Yerevan, where the local priest had learned sign language and had a special ministry with the deaf; the newly built cathedral of St Gregory the Illuminator; and the Vaskenian seminary, where eighty students were preparing for the priesthood.

Members were thus enabled to appreciate the reconstruction and renewal of the church that had taken place since independence in 1991.

For the committee meeting itself the church provided facilities in the complex of buildings in the Mother See of Holy Etchmiadzin.

At the conclusion of the meeting the executive committee members and staff were the guests at a festive dinner given in their honour by the inter-church relations department of the Mother See of Holy Etchmiadzin in the Old Yerevan Restaurant.

Interconfessional common prayer

Interconfessional common prayer took place on three mornings in churches near the Mother See. Members of the committee gave meditations on the cross.

> 26 September, in the church of St Gayane:
> Archbishop Viken Aykazian on John 11: 25-26
> "The cross – promise of life and resurrection"

27 September, in the church of St Hripsime:
Ms Iyabo Oyekola, on Mark 14: 32-42
"The cross – a sign of suffering"

28 September, in the church of St Shogakat:
Revd Dr Larry Pickens on Ephesians 4: 10-16
"The cross – a sign for unity"

Dr Pickens also read a message from Ms Nerissa Celestine-Jones, who had had to return home early to undergo surgery, and led in prayer for her.

1. OPENING ACTIONS

1.1 Call to order and welcome

The committee met **in decision session.**

The moderator welcomed members and called the meeting to order at 1.40pm on 25 September 2007. He led in prayer, praying for the guidance of the Holy Spirit in the present meeting. He then invited the general secretary to call the roll.

1.2 Roll call and seating of substitutes

The general secretary added his words of welcome and called the roll. He proposed that the following substitutes be seated:
Archpriest Vsevolod Chaplin for Bishop Hilarion Alfeyev
OKR Jens Nieper for Bishop Martin Schindehütte.

The committee **approved by unanimous consensus** the seating of the above substitutes.

The general secretary also introduced staff who would be in attendance. Two new members of staff were present: Mr Mark Beach and Revd Dr Hielke Wolters.

The moderator declared that a quorum was present and that the meeting was duly constituted. He gave a particular welcome to Ms Margareta Grape, newly appointed committee member attending for the first time.

1.3 Adoption of agenda and timetable

The general secretary presented a proposed agenda and timetable. Some adjustments had been necessary because of the visit to the Genocide Memorial earlier in the day.

The committee **accepted** the agenda and timetable **by unanimous consensus**.

1.4 Minutes of the previous meeting

The general secretary stated that no comments had been received on the previously circulated minutes of the meeting held at the Ecumenical Institute, Bossey, 27 February – 2 March 2007.

The committee **approved** the minutes and the moderator signed a copy.

1.5 Appointment of sub-committees

The general secretary presented a proposed list of moderators and members of sub-committees, which the committee **accepted by unanimous consensus**.

1.6 Sharing of news

The moderator gave news of members, some a cause for sadness, others a cause for rejoicing and congratulations.

He then invited members to share ecumenical news from their various constituencies. Many members shared items of news.

2. OFFICIAL VISITS

2.1 The Armenian Genocide Memorial

On 25 September the committee visited the Genocide Memorial in Yerevan. The visit coincided with a visit by the Archbishop of Canterbury. They joined in a conducted tour of the Genocide Museum, and, at the conclusion of the tour, the moderator and the general secretary signed the book of remembrance and laid wreaths at the memorial in honour of the genocide victims. Prayers were offered and the moderator read a statement (cf. appendix III).

The following day, the moderator and the general secretary, accompanied by Archbishop Aykazian, Dean Gadegaard, Ms Hae Sun Jung and Ms Lansdowne, returned and planted a tree to mark the visit.

2.2 Audience with His Holiness Karekin II

On 26 September the committee was received in audience at the Mother See of Holy Etchmiadzin by His Holiness Karekin II, Supreme Patriarch and Catholicos of All Armenians. His Holiness described the revival of church life that had taken place since independence in 1991, and answered questions. The moderator and the general secretary responded and gifts were exchanged.

3. REPORT OF THE GENERAL SECRETARY

The committee met **in hearing session.**

The moderator invited the general secretary to give his report.

The general secretary gave an overview of work since the last meeting.

The Ecumenical Patriarchate

The Turkish government had recently challenged the Patriarchate's long established use of the title "Ecumenical". Both the Conference of European Churches and the WCC had expressed their concern. A letter

indicating our support had been sent in August to the Ecumenical Patriarch, His All Holiness Bartholomew I. We would continue to monitor developments and offer accompaniment and support.

The balance between time visiting churches and time in Geneva

It was difficult to maintain a correct balance between time spent visiting churches and his role as chief executive officer and head of staff.

In his first year in office, he had divided his time equally between the two roles. In his second year, he had been able to spend more time outside Geneva, since assembly preparations had been going well. He had listened to the churches, and what he had learned had been fed into the assembly's decision making. In his third year (2006), after the assembly, he had spent much time in Geneva, engaged in programme planning, which had involved many meetings with staff. There had been a high level of staff participation in the programme planning process.

In the present year, he had been able to spend more time in visiting the churches, explaining the WCC programmes to them and listening to their concerns. Such visits were important. They established personal contact, rekindled enthusiasm of church leaders for the work of the WCC and the ecumenical movement in general, and spread ecumenical friendship to and between the churches. Since the last meeting of the committee he had visited Britain and Ireland, Eritrea, Latvia, Estonia, Norway, Germany, Jordan, Israel and Palestine, Tanzania, Kenya, Korea, Romania and Armenia. Visits to Kenya, the United States of America and the Philippines were planned for later in the year.

Emerging issues from the churches

Four issues particularly had arisen during his visits to churches.

A **new ecclesial reality** is emerging out of the phenomenon of **global migration**. This poses a challenge to existing church structures to extend hospitality to immigrant communities, who in their turn are challenged to accept the hospitality offered. When true hospitality is offered and accepted (cf. Genesis 18 and Hebrews 13: 1-2), the host/guest division is

transcended and there is a mutual transformation that displays our oneness in Christ.

Secularization continues to challenge the churches. That is particularly evident in eastern Europe, where former atheist ideology has now been replaced by the impact of market values and the global media. How do we accompany the churches as they attempt to respond to this new wave of secularization?

We are perceiving a **growing tension between truth and unity** in the debate on ethical issues, such as gay priests and same-sex marriages. Some are willing to sacrifice unity for the sake of what they consider to be gospel truth, for truth, as they see it, matters more to them than unity. This is a new problem that the ecumenical movement will have to face in the 21st century.

Healing of memories continues to be an issue. Past wrongs must be admitted and dealt with justly. The 200th anniversary of the abolition of the transatlantic slave trade had raised the issue again. The Archbishop of Canterbury had, helpfully, raised the question of what forms, beyond the monetary, reparations could take.

Organizational change

Organizational change had continued (minutes, February/March 2007, pp. 6-7). There had, admittedly, been a low level of morale among some staff in the latter part of 2006, but the first half of 2007 had seen immense progress in the raising of staff morale generally, and there was evidence of new energy with staff settling down into their work with most of the programme directors now in post. By the beginning of 2008 all programme directors would be in post. All the commissions had now met and had indicated their acceptance of the new working methods.

The Palestine/Israel ecumenical forum (PIEF)

The PIEF (minutes, February/March, 2007 pp. 57-60 and 66-67) had been launched in Amman, Jordan, 18-20 June 2007, at the "International peace conference: churches together for peace and justice in the Middle East", attended by 130 representatives from member churches and

Christian organizations worldwide. The forum would be an instrument to "catalyze and coordinate new and existing church advocacy for peace, aimed at ending the illegal occupation in accordance with UN resolutions, and demonstrate its commitment to inter-religious action for peace and justice that serves all the people of the region".

The churches of the Middle East had expressed their appreciation at the WCC's giving such a high profile to their region. The PIEF core group had recently met and had developed a comprehensive framework to implement the "Amman Call". Ecumenical accompaniers in the Ecumenical Accompaniment Programme in Palestine and Israel (EAPPI) relate to the PIEF core group.

ACT (Action of Churches Together) Alliance

The executive committees of ACT Development and ACT International had met together and decided to work towards setting up the ACT Alliance, which would bring the churches' emergency relief work, development work and (it is hoped, ultimately) advocacy together into the one umbrella organization, ACT Alliance. Progress had been more rapid than anticipated.

Sudan/Darfur

Referring to the sending of a high-level delegation to Sudan (minutes, February/March, pp. 10 and 14), he stated that a delegation had been formed, but the churches in Sudan had been unwilling to accept the delegation proposed, nor could they agree on a programme. The Sudanese government would have welcomed the delegation, but to go ahead would have been to act against the wishes of the local churches. New plans were having to be drawn up.

The moderator thanked the general secretary for his comprehensive update on the WCC's work and closed the session.

Metropolitan Gennadios de Sassima, presiding at a later session, and with the committee still **in hearing session**, invited questions and comments on the general secretary's report.

Many issues raised in the general secretary's report were taken up in the discussion. The importance of the general secretary's visits to churches was emphasized and staff needed to understand that such visits entailing absence from Geneva were an integral part of his work. The outstanding visit to Sudan/Darfur should take place. What is happening is genocide and we should call it that. Healing of memories is important, and not only the victims', but also the victimizers', memories. Concerning hospitality to migrant communities, a theology of hospitality needs to be developed. The letter of solidarity to the Ecumenical Patriarch had been greatly appreciated.

The general secretary responded to the comments made.

Metropolitan Gennadios thanked the general secretary for his response to the discussion.

4. PUBLIC ISSUES

4.1 Past actions and proposed statements and minute

The committee met **in hearing session**.

Metropolitan Gennadios, presiding, invited Mr Jonathan Frerichs to speak.

Mr Frerichs presented a report on public issues actions taken March–August 2007.

He further presented two draft statements, on the tenth anniversary of the Kyoto Protocol and on Iraq and its Christian communities, and a draft minute on Iran and the Middle East regional crisis. The drafts now presented were later versions of the drafts distributed by post to members before the meeting. Changes had been made in light of submissions from people working in the field, but no substantial changes had been made.

Metropolitan Gennadios invited comments on the drafts.

Archbishop Aykazian suggested that destruction of churches be mentioned in the statement on Iraq.

Metropolitan Vasilios, on the statement on Iraq and its mention of the urgency of saving Iraq's Christian communities, stressed the need to persuade Iraqi Muslims that their local Christian communities did not pose a threat to them.

Dr Pickens, on the statement on Iraq, noted that it is not only US forces that are present in Iraq.

Metropolitan Gennadios, on the Kyoto statement, pleaded for a more accurate historical review of the WCC's position on climate change. He also wished to see a fuller examination of the biblical foundation for our concern earlier in the statement.

Dr Pitts, also on the Kyoto statement, felt it appropriate to be specific about calling on those countries that had not ratified the Kyoto protocol and to mention in particular the USA and Australia by name.

Metropolitan Vasilios stressed the need to educate our churches, and through them our people, to behave in a more environmentally friendly way.

Rev. Lansdowne noted that many churches, including her own, still had a "domination theology" as regards the created world.

Metropolitan Gennadios stated that the draft statements and minute, together with the comments made, were referred to the public issues sub-committee for consideration and recommendation.

4.2 Report of the public issues sub-committee

The committee met **in decision session**.

Metropolitan Gennadios, presiding, invited Dr Abuom to present the report of the public issues sub-committee.

Dr Abuom presented the report.

4.2.1 Myanmar (Burma)

The sub-committee had discussed what action could appropriately be taken in light of the current unrest and violence in Myanmar, where peaceful protest by Buddhist monks was being met by violent reaction from government forces. She invited Mr Frerichs to report.

Mr Frerichs reported that soundings from Myanmar and the region had been made, and the advice received was that at this stage no action should be taken. It would, however, be appropriate later for the general secretary to send a letter to the churches expressing our concern.
There was some discussion.

Dean Gadegaard was grateful for the information and the suggested action. He had a personal concern, having been to Myanmar on five occasions. He hoped that contact could be made with the churches in Myanmar to obtain their reaction. Action by the UN security council had been blocked by China and Russia. He wondered if the Russian Orthodox Church could make representations to the Russian government with the request not to veto security council resolutions. Also, would it be possible for the present meeting to give a public indication that it was following events in Myanmar?

Archbishop Aykazian felt that the WCC had a moral responsibility to speak out and should make a short balanced statement appealing to the government of Myanmar to act in a humane manner.

Dr Gnanadason advised caution. The churches in Myanmar are small and vulnerable and fragile. We had a responsibility not to cause difficulties for them.

Dr Altmann hoped that the general secretary would be able to make contact with the churches in Myanmar to express the WCC's concern.

The general secretary agreed that the churches are small and fragile. The important thing was first to obtain information from the Christian Conference of Asia, and perhaps from the Myanmar churches, and then take appropriate action.

Archbishop Aykazian agreed, adding that it would be important for WCC member churches to be kept informed of the council's action.

Dr Abuom indicated that that course of action was in line with the public issues sub-committee's thinking.

The committee then **decided by unanimous consensus** to instruct the general secretary to take appropriate action on the lines indicated in the above discussion.

Dr Abuom then presented the proposed actions. In addition to the statements and minute already presented in draft form to the committee, a minute on Darfur had been prepared.

4.2.2 Statement on the tenth anniversary of the Kyoto protocol

Dr Abuom presented the statement. Changes had been made in light of the comments made.

Some further drafting suggestions were made and accepted.

The committee also **decided** to request WCC staff and the WCC working group on climate change to report back to the central committee in February 2008 and to prepare a comprehensive statement on climate change.

The committee then **adopted by unanimous consensus** the following

Statement on the tenth anniversary of the Kyoto protocol

[Christ] is the image of the invisible God, the firstborn of all creation; for in him all things in heaven and on earth were created. (Colossians 1:15).

1. The World Council of Churches took up the problem of climate change in 1992, informed by a mature ecumenical commitment to environmental responsibility. Climate change, with its life-threatening consequences, challenges churches to witness to the integrity of God's creation. It raises economic, political and ethical issues, and demonstrates the brokenness of relationships between God, humankind and creation. Human activity that contributes to climate change is an offence against God who cares for life.

2. The Bible teaches the wholeness of creation: Life is created, sustained and made whole by the power of God's Holy Spirit (Genesis 1; Romans 8). God creates human beings out of the dust of the earth (Genesis 2). Sin breaks relationships among humankind and with the created order (Genesis 3 and 4; Jeremiah 14, Hosea 4:1-3). Bearing the marks of human sin, "creation waits with eager longing for the revealing of the children of God" (Romans 8:19). God provided all creatures with the conditions to live life as it is meant to be, in a specific relation towards one another. When creation is threatened by climate change we are called to speak out and act as an expression of our commitment to life, justice and love.

3. Many regions of the world are experiencing drastic changes in rainfall patterns that result in severe droughts and unprecedented floods. Sea levels are rising. Hurricanes, cyclones and typhoons are increasing in strength and frequency, causing loss of life and destruction of the environment and of property. Antarctica, the Arctic, Greenland and mountainous regions are undergoing extraordinary rates of melting due to temperature increases. Those who suffer the most from these events are impoverished and vulnerable communities.

4. Individually and together in the WCC, more and more churches, ecumenical organizations and specialized ministries have taken action

concerning climate change. The Ecumenical Patriarch, His All Holiness Bartholomew I, has issued a call to observe September 1 (the beginning of the Orthodox church year) as creation day, or to hold symposiums such as the recent event in Greenland. In this he has been supported by the Third European Ecumenical Assembly in Sibiu, Romania, which recommended dedicating a special season of the year to creation, beginning with September 1. From the Pacific Islands to Russia, from Norway to South Africa, churches in all regions have called upon their governments to join the United Nations Framework Convention on Climate Change (UNFCCC) and to ratify the Kyoto Protocol. Many including the WCC are working with groups in civil society and with other faith communities. At the Kyoto conference itself, in 1997, an inter-religious gathering was held in the Catholic Cathedral of Kyoto with participation of Buddhists, Christians, Hindus, Jews, Muslims and representatives of other religions.

5. Now, ten years after the Kyoto Protocol, there is general agreement that the climate is changing and human activity is a major cause. The UN-sponsored Intergovernmental Panel on Climate Change (IPCC), for instance, has determined that increasing emissions of carbon dioxide and other "greenhouse" gases will cause a rise in global mean temperatures of 1.4° to 5.8 °C (compared to pre-industrial levels) by the end of this century.

6. The Kyoto Protocol sets out targets and a schedule for industrialized countries to reduce their greenhouse gas emissions. It is an important first step towards a just and sustainable global climate policy regime. However, in the last ten years, it has become clear that carbon emissions are still far above sustainable levels and still increasing. Much more radical reductions are urgently needed.

7. The Kyoto Protocol came into force only in 2005. 174 countries have now ratified it. However, two major emitters, the USA and Australia, have withdrawn from the Kyoto process. There is also a trend to convert the protocol into a market-based instrument for minimizing economic damage to national economies and business opportunities

instead of stressing its purpose of limiting greenhouse gas emissions.

8. After 2012, when the first commitments of the protocol end, a more principle-based approach is essential for achieving an effective and equitable global policy on climate control. Principles that should be taken into account include the principle of equal entitlements to the use of the atmosphere and equal rights to development; the principle of historic responsibility; the precautionary principle (prospective responsibility); the principle of priority for the poorest and weakest; and the principle of maximum risk reduction. Some frameworks that lay the groundwork for this principle-based regime already exist, like the Contraction and Convergence and the Greenhouse Development Rights approaches. These invite further deliberations and negotiations.

9. When the Thirteenth Conference of the Parties to the UNFCCC and the Third Session of the Meeting of the Parties to the Kyoto Protocol, meet in Bali, Indonesia, in December 2007, the need for a broader and more radical timetable of action against climate change will be high on the agenda. The Bali conference must make concrete progress in this regard.

10. The need now is for more comprehensive policies to support and promote adaptation and mitigation programmes in countries severely affected by climate change, particularly in the Africa, Caribbean and Pacific regions. Governments in the industrialized countries should significantly increase support for such programmes. Their focus on unqualified economic growth must be transformed, along with their neglect of its destructive effects on people and the environment. They also bear the historic responsibility for high emissions. The WCC dedicates its work to supporting such a transformation.

The Executive Committee of the World Council of Churches, meeting in Etchmiadzin, Armenia, 25-28 September 2007:

A. *Reiterates* the concerns of the churches over climate change and its adverse effects on poor and vulnerable communities in many parts of the world;

B. *Encourages* member churches, specialized ministries and other ecumenical partners to strengthen their commitment and to foster their co-operation with regard to climate change; this requires deeper ethical and theological reflections about the human causes of climate change, exploring inter-religious avenues for cooperation and constructive intervention, and ensuring better stewardship of creation in their own actions;

C. *Supports* the recommendations of the Ecumenical Patriarchate and the Third European Ecumenical Assembly that churches dedicate a special time each year to creation, its care and stewardship;

D. *Affirms* the basic thrust of the UNFCCC to provide an instrument for a significant reduction of greenhouse gases in order to mitigate human-induced climate change;

E. *Commemorates* the tenth anniversary of the Kyoto Protocol and celebrates the protocol as an important step forward towards a just and sustainable global climate policy regime;

F. *Calls* all those countries that have ratified the Kyoto Protocol to fully implement its provisions and those who have not, for example, USA and Australia, to meet targets at least as strict as those included in the protocol;

G. *Welcomes* the strengthening of the Ecumenical Water Network and its focus on water issues that are directly and indirectly associated with climate change;

H. *Requests* the ecumenical delegation to the Thirteenth Conference of the Parties to the UNFCCC and the Third Session of the Meeting of the Parties to the Kyoto Protocol in Bali in December 2007 to promote an agreement that achieves climate stabilization at 2°C above pre-industrial levels, or less, and to include concerns noted above in its statement.

4.2.3 Statement on Iraq and its Christian communities

Dr Abuom presented the statement.

The committee then **adopted by unanimous consensus** the following

Statement on Iraq and its Christian communities

1. The basic well-being and human rights of substantial portions of Iraqi society are heavily degraded after decades of wars and chaos, and remain under grave threat. Yet the suffering of the Iraqi people remains largely unrecognized and unresolved. The Executive Committee of the World Council of Churches, meeting in Etchmiadzin, Armenia, 25-28 September, 2007, is deeply troubled by their suffering and calls urgently for solutions. Amid the many suffering communities there, we note that the fate of Iraq's Christian communities gives churches around the world particular cause for concern and reason to respond.

2. Churches of the WCC have raised many warnings and sought to provide hope to the people of Iraq. We recall *inter alia*:

   The Central Committee urging sustained diplomacy instead of war (Geneva, 2002); that the current war is immoral, ill-advised and in breach of the United Nations Charter, that the UN Security Council withdraw the open-ended mandate it had given to the occupation of Iraq, for a collective international commitment to support the people of Iraq including reparations by the occupying powers for damages caused by the unlawful use of force (Geneva, 2003); and that the US-led military presence be reduced and terminated, the US adhere to international law on the treatment of prisoners and

churches overseas advocate for and assist Christians to stay in Iraq (Geneva, 2005);

The Executive Committee judging the sanctions imposed on Iraq to have failed to meet the necessary criteria while causing serious violations of human rights (Geneva, 1998); and that the impending war "will cause a humanitarian crisis of grave magnitude with untold suffering…loss of life, property, environmental damage and waste of precious resources" and "polarise division and hatred between communities resulting in further destabilization of the regions" (Bossey, February 2003).

The Iraqi people

3. Today one-third of the Iraqi population is in need of humanitarian assistance. More than half of Iraqis live in abject poverty or worse (54 percent), according to a recent Iraqi government survey. One Iraqi in six is internally uprooted or among the two million people who have fled the country. All of these groups experience severe and chronic deficits in food security, in access to clean water, sanitation, health services and education, and in possibilities to earn a livelihood.

4. Poverty, deprivation and human insecurity are extremely high in Iraq. Effective allocations of national and international resources to remedy these ills are very low. Exploitation of the country's vast petroleum resources provides little overall benefit to the Iraqi people. Nevertheless, massive expenditures for military and security programs continue with no end in sight to the conflict and insecurity at which they are directed.

5. Iraq's dire humanitarian situation developed during the latter years of Saddam Hussein's regime and the sanctions imposed on Iraq. Its national traumas include dictatorship, the Iran-Iraq war, and the first Gulf War. Since the current US-led invasion, public health surveys indicate that conflict has caused hundreds of thousands more deaths and driven more than four million people from their communities.

6. The prevalence of violence by non-state armed groups, regular armed forces and criminal groups affects people in most parts of Iraq, causing heavy casualties, fear, deprivation and emigration.

7. Based on experiences with the chronic insecurity that has set in since the invasion of 2003, national and international NGOs including church organizations have limited but still significant opportunities to deliver effective humanitarian assistance under current circumstances.

8. However, international recognition and action on the humanitarian crisis in Iraq is lacking. Internationally, a climate of silence about their fate prevails instead. The silence is punctuated by daily reports of casualty figures but appears to be sustained by the reluctance of governments to engage in the difficult international political task of working out solutions to the Iraq crisis.

Iraq's Christian communities

9. Although Christians represent only four percent of Iraq's population, they make up 40 percent of its refugees. Their fate speaks twice, informing overseas churches about both the general humanitarian needs in Iraq and the urgency of saving Iraq's Christian communities.

10. On the one hand, the current Christian exodus is but one of many warnings that radically new approaches to Iraq's crisis are needed. Strategies based on the use of force have driven the country into chaos. To continue them has the effect of adding new fuel to a raging fire. The flight of Christians from Iraq is a sign of the failure of policies that were purported to bring stability and peace to Iraq and even the region.

11. Traumas that affect Christian communities -- violent attacks, incessant fear, frequent kidnappings, social upheaval, economic collapse and attacks on houses of worship -- also affect Iraqi society at large. Members of all religious communities in Iraq are now displaced or have fled the country. The fate of Christians must not be seen in isolation from the fate of Muslims, or of other minorities such

as the Yazidees and Mandeans, or used to worsen relations with Muslims or other groups.

12. Iraq's leaders and the foreign governments involved must find ways to install the rule of law. Intolerance between social groups has grown markedly as an outcome of the conflict there. The rule of law must include re-establishment of a multi-cultural equilibrium in society.

13. On the other hand, a living Christian presence is a positive reminder that peace, pluralism and tolerance are things that work together for good, in Iraq and throughout the Middle East. The continuing presence of Christians in Iraq is a witness to the ethnic, cultural and religious diversity that are an essential part of the Middle East.

14. Like other Christians of the region, Iraqi Christians affirm that the future of Christianity does not lie in emigration but in peace. Their churches are some of the oldest in the world, but foundations laid in biblical times are being torn up in our day. As they strive to meet the present challenges and show great strength, they also look to churches overseas and especially in the West to do more to influence governments to find even-handed solutions for Iraq and for other crises in the region.

15. Credit is due to the leading Muslim clerics who are using their authority to contain the violence in Iraq despite the presence of factional, foreign and criminal armed forces. These leaders understand and acknowledge the fate of the churches. Multi-religious initiatives to resolve conflicts there and promote reconciliation also give cause for hope.

16. Joint Christian-Muslim advocacy overseas for tolerance and co-existence in Iraq would send a powerful signal to Iraqis of all faiths. It would also be an investment in the best interests of an increasingly polarized region.

Recommendations:

Whereas dangers and deprivations confronting the Iraqi people give cause for great concern, those suffering are not beyond the reach of God's plenteous mercy. Members of the body of Christ are called to reach out in similar spirit with acts of compassion, demonstrations of solidarity and embassies of peace. Accordingly, the Executive Committee of the World Council of Churches, meeting in Etchmiadzin, Armenia, 25-28 September 2007, calls the member churches of the WCC to take *direct actions*:

A. Keeping the people and churches of Iraq in their prayers and providing increased assistance to them for church life and for service to a society in great need. Support can be channelled through ACT International, the Middle East Council of Churches, WCC-related specialized ministries and church families present in Iraq.

B. Raising awareness in their parishes and in their countries concerning the general suffering of the Iraqi people including its Christian communities.

C. Providing support to displaced people inside Iraq and to Iraqi refugees through ACT International, the Middle East Council of Churches and WCC-related specialized ministries.

D. Demonstrating their solidarity with the Christian communities and people of Iraq. Church-only actions and joint initiatives with Muslims are both needed in order to show support for the people of Iraq and to make clear once again that policies of occupation do not have international church support.

Whereas the core problems of the Iraq crisis remain largely unresolved, namely, the failures to meet basic needs, ensure public security and provide essential infrastructure; the low levels of multilateral support for government institutions and civil society groups; the on-going presence of occupation forces; no balanced sharing of national resources; increased alienation between communities and loss of religious freedom;

therefore the Executive Committee calls WCC member churches *to advocate with governments*:

E. Contacting the governments whose forces occupy Iraq to remind them of their obligations to the people of Iraq under the Geneva Conventions and, at the same time, to remind these governments of the unconscionable losses of human life from more than four years of war in Iraq, condemning all causes of civilian casualties – from the as many as one million 'excess deaths' now documented by public health surveys, to the 'collateral damage' caused by military action, to the countless suicide attacks.

F. Engaging their own governments over the need to break the international silence on the humanitarian crisis in Iraq and provide greater assistance to displaced and refugee Iraqis through organizations such as the United Nations High Commissioner for Refugees and the International Organization for Migration.

G. Informing their governments of the fate of Iraq's Christian communities and the importance of protecting all minorities there to preserve the pluralistic, multi-faith character of Iraqi society.

H. Raising with their governments the importance of having open debate and broad multilateral engagement in the implementation of UN Security Council Resolution 1770 and of agreeing further measures that assist the people of Iraq in building a viable, independent state.

4.2.4 Minute on Iran and the Middle East regional crisis

Dr Abuom presented the minute. There had been some changes in the text as originally presented.

The committee then **adopted by unanimous consensus** the following

Minute on Iran and the Middle East regional crisis

1. In repeated statements over many years, the World Council of Churches has called for governments to exercise their responsibilities

for bringing peace with justice to the peoples of the Middle East. Yet today – from Iraq to Lebanon to Israel and the Occupied Palestinian Territories – unresolved conflicts are scarring the region. The lives of countless women, children and men are shattered, families are torn apart, and whole communities are held hostage to injustice and violence.

2. Increasingly, the prospect for peace in each place is linked to progress toward peace across the whole region. Just and durable solutions to the violence and instability in Iraq, Israel/Palestine and Lebanon will require constructive shifts in governmental policies across the region and internationally, most especially in the cases of Iran, Israel, Syria, Lebanon and the United States, as well as the other foreign powers involved.

3. Threats to begin another war in the Middle East defy the lessons of both history and ethics. We refer to the belligerent stance of the US toward Iran and of Iranian threats against the US and Israel. The region and its people must not suffer another war, let alone one that is unlawful, immoral and ill-conceived once again.

4. Disputes will yield to good faith negotiations, now as in the past. The success slowly emerging from US-North Korean and the six-party talks is a relevant example. Multi- and bilateral approaches are necessary in the regional crisis affecting the Middle East as well. Churches in the region and beyond are looking for new levels of courage and accountability for peace from the governments involved, including:

    i. US-Iranian and multi-party negotiations to settle outstanding nuclear issues as well as achieve a *modus vivendi* regarding the respective national interests in Iraq and the wider region. This must include Iranian compliance with International Atomic Energy Agency and United Nations Security Council directives and US adherence to its 1995 pledge against nuclear weapons use against non-nuclear signatories of the Nuclear Non-

Proliferation Treaty including Iran (Executive Committee, Bossey, 2006).

ii. Israel, Iran and their respective allies taking steps to reduce the threatening postures of Israel and Iran, including Israel's prompt and unconditional accession to the NPT as called for by the UN General Assembly and the full compliance of Iran noted above (Executive Committee, 2006).

iii. Initiatives by Israel, its neighbours and the parties to the Arab Peace Initiative, by the US, the European Union, Russia and the United Nations to finally end the 40-year occupation of Palestinian territories and establish a viable Palestinian state in East Jerusalem, the West Bank and the Gaza Strip in accordance with the relevant UN resolutions.

iv. Return of the Golan Heights to Syria as part of a comprehensive Syrian-Israeli accord that resolves *inter alia* outstanding issues for both countries in respect of the sovereignty of Lebanon.

v. Reversing the recent trend in the West and among Western allies in the region to focus on and promote Sunni-Shia differences, including marked reductions in international and regional transfers of arms to Sunni and Shiite groups.

vi. The withdrawal of all US forces from Iraq and the implementation of alternative Iraqi and multilateral political, economic and security programmes (Central Committee, Geneva, 2005).

5. Resolving these regional problems, especially those that have become *causes celebres* across the Muslim world and beyond, is essential for ending the current spiral of violence in Iraq, Lebanon and Israel/Palestine. Non-state armed groups will continue to find resources, recruits and opportunities to use violence against US, Israeli and Iraqi targets unless these issues are addressed.

Recommendation:

A. Member churches of the WCC are urged to impress upon their governments their acute concern that the US and its allies must settle the dispute over Iran's nuclear programme through negotiations and not through the use of military force. Governments should also be encouraged to convey this international church concern to the US and its allies.

B. This international church position against attacking Iran seeks protection for all the populations involved, including the US and Israeli publics. Years of unilateralist military incursions in the Middle East have compromised human security and national well-being across the region and left many people vulnerable.

C. The position also reflects the churches' conviction -- in an age impatient for new and shared solutions to global problems -- that negotiated solutions are the only path to peace for the Middle East and for a world increasingly destabilized by the regional crisis there.

4.2.5 Minute on Darfur

Dr Abuom presented the minute. Some drafting amendments were made.

The committee then **adopted by unanimous consensus** the following

Minute on Darfur

1. During the 9th Assembly, the World Council of Churches affirmed the emerging international norm known as the 'responsibility to protect'. The Assembly, in its "Vulnerable populations at risk: statement on the responsibility to protect" (The Ecumenical Review, vol. 58, nos 1-2, January/April 2006, pp. 167-174), gives international church support to a new standard of protection for civilians when a state cannot or will not protect them.

2. "It is in those who are most vulnerable that Christ become visible for us," the Assembly said, "The responsibility to protect the vulnerable reaches far beyond the boundaries of nations and faith-traditions. It is an ecumenical responsibility, conceiving the world as one household of God…".

3. The responsibility to protect has three pillars: the prevention of catastrophic violence against civilians, the need to react if such violence occurs, and assistance in rebuilding and reconciliation afterwards. The norm defines state sovereignty in terms of duties and obligations for the well being of civilians rather than as an absolute power. It limits, but does not exclude, the use of force in protective interventions for humanitarian purposes.

4. Meeting in the country of Armenia, where genocide nearly a century ago still casts a deep shadow, we reiterate the international responsibility to protect people at risk in the Darfur region of Sudan and in neighbouring Chad. Important protective measures there have largely failed so far. Broader multilateral action is authorized but implementation is slow. Therefore:

   A. We call member churches once again to bring the protection of people in Darfur to the attention of their governments, making use of the WCC 9th Assembly policy on the 'responsibility to protect'. Noting that UN Security Council Resolution 1706 on Darfur is the first time the Security Council has referred to the responsibility to protect in a specific country crisis, we recommend that churches request their governments to pay special attention to its implementation.

   B. We also reiterate the central committee's request (minutes, August/September 2006, p.89) for an ecumenical delegation to travel to Darfur to express solidarity visits to the region including Darfur. Member churches are also encouraged to provide humanitarian aid to Darfur through ACT International and to hold its people in their prayers.

Metropolitan Gennadios thanked Dr Abuom and the public issues sub-committee for their work and invited them to stand [applause].

5. FINANCE

5.1 Finance report

The committee met **in hearing session**.

The moderator invited Dean Gadegaard to give the finance report.

Dean Gadegaard requested the finance staff to give the report.

Ms Elaine Dykes presented the audited results for 2006, showing total income of CHF 44,634,000 and total expenditure and transfers of CHF 46,515,000. Expenditure thus exceeded income by almost CHF 1,900,000 in 2006, as had been budgeted, 2006 being an assembly year. The assembly accounts showed a credit balance of CHF 600,000.

Mr Mark Johnson, looking ahead, expected improved results for the current year compared to budget, partly due to a favourable Euro/Swiss franc exchange rate, anticipating income of CHF 40,502,000 and expenditure of CHF 39,738,000, resulting in an excess of income over expenditure of CHF 764,000.

He presented a draft budget for 2008 and a draft framework budget for 2009. Expenditure on salaries would increase in 2008 and again in 2009. He sounded a warning that the council is reaching a crossroads in funding: spending in future years would have to be met out of current income, without reliance on programme fund balances brought forward as had formerly been the case.

Dean Gadegaard thanked Ms Dykes and Mr Johnson for their presentations. He drew particular attention to the fact that, within the anticipated good results for 2007, there was a disturbing, yet expected, shortfall in income from rentals, sales and miscellaneous income forecast at CHF 5,899,000, compared to the budget of CHF 6,403,000.

The moderator expressed his thanks for this introduction and invited comments and questions.

Metropolitan Gennadios asked what would happen if income failed to match expectations. Would programmes have to be reduced or even suspended?

Metropolitan Bishoy believed that a reduction in travel costs would result in considerable savings.

The general secretary said that Metropolitan Gennadios's warning should be heeded. He agreed with Metropolitan Bishoy, and hoped that some churches could make a contribution by paying for their members' travel. The problem was that those churches that had in the past contributed 80% of the council's income were now themselves suffering from reduced income and were accordingly having to reduce their contributions to the council. It was important for new sources of income to be found.

The moderator thanked the finance staff for their presentations. The finance report, together with the comments made, was referred to the finance sub-committee for consideration and recommendation.

5.2 Report of the finance sub-committee

The committee met **in decision session.**

The moderator invited Dean Gadegaard to present the report of the finance sub-committee.

Dean Gadegaard presented the report.

He paid tribute to the help given by the finance staff, Ms Dykes and Mr Johnson, in the work of the sub-committee and the preparation of the report [applause].

5.2.1 Financial report 2006 and management report of the auditors

The financial report 2006 was approved and authorised for issue by the officers on 31 May 2007. The results record an overall reduction in funds and reserves of CHF 1.9 million, which include an increase in unrestricted and designated funds of CHF 1.9 million and a decrease in restricted funds of CHF 3.8 million. CHF 3.3 million of the reduction in restricted funds concerned the 9th Assembly. General reserves increased to CHF 9.1 million, and had thus reached the target set by the central committee.

The sub-committee reviewed the management report of 31 August 2007 from the auditors, KPMG, concerning observations arising from the audit mandate 2006. The auditors reported that issues raised in the prior year, principally concerning staffing and documentation of policies and procedures, are being or have been addressed and that no new significant issues arose from the 2006 audit.

An appendix to the management report sets out anticipated changes in Swiss law introducing a requirement that the auditor assess and report upon the internal control system. WCC will be required to present documented policies and procedures and demonstrate the adequacy of internal controls. The legal text is not yet finalized but is expected to be effective from 1 January 2008.

In accordance with Rule VIII, 2.a.1, and given that the central committee does not meet in this calendar year, the finance sub-committee **recommended** that the executive committee approve the accounts for 2006.

The committee **approved** the accounts for 2006 **by unanimous vote**.

5.2.2 Appointment of the auditors

Following the audit tender of 2004 KPMG were appointed as auditors for 2004 and the four years thereafter, subject to annual appointment in accordance with Rule VIII.

Given that the central committee does not meet in this calendar year, the finance sub-committee **recommended** that the executive committee appoint KPMG as auditors for 2007.

The committee **appointed** KPMG as auditors for 2007 **by unanimous vote.**

5.2.3 Financial overview to July 2007

The sub-committee reviewed the financial results for the year-to-date July 2007 and the latest forecast for the full year. Restricted funds record an increase of CHF 1.8 million compared with a full-year forecast decrease of CHF 1.1 million. Results at the end of July record an increase in unrestricted funds of CHF 1.5 million compared with a full-year forecast of CHF 1.9 million.

At 31 December 2006 general reserves have reached the target figure equal to 50% of annual staff costs, being CHF 9.1 million. However, in 2007, as a result of the council's financing of the Ecumenical Centre renovation project it is estimated that a transfer of CHF 1.5 million to the designated building fund from the general reserves will be required.

The sub-committee discussed the forecast shortfall of CHF 400,000 in other income against budget. Income from the Bossey guest house activities is forecast to be CHF 200,000 less than budgeted following a decision not to offer facilities for weddings and other evening events. This is expected to be compensated by an equivalent reduction in costs. Reorganisation of the communications department in 2006-2007 has resulted in delayed production of journals normally delivered to subscribers. As a result income from publications subscriptions is also expected to be CHF 200,000 less than budgeted.

A review of stewardship issues highlighted challenges encountered in meeting increasingly complex reporting requirements from certain funding partners, in particular where back-donor government funding is concerned. In addition, there had been increased focus on offices outside Switzerland. Finance staff has conducted on-site compliance

reviews in respect of the EHAIA offices. PricewaterhouseCoopers delivered a specially mandated review of the Pacific office and a further follow-up review was conducted by finance staff.

In view of the planned repatriation of the Pacific desk to Geneva the finance sub-committee **recommended** that the executive committee require the development of a plan in respect of the closure of the local office.

Dean Gadegaard drew particular attention to the forecast reduced income from Bossey and publications subscriptions.

Discussion

Metropolitan Gennadios commented that moving offices cost money. It would have been better to keep the Pacific office in Geneva.

Dr Abuom defended the move. It had been an experiment.

The general secretary admitted that the experiment had not worked. There had been insufficient prior consultation with Pacific church leaders, and they felt that an office in Geneva served their interests better. There was also the problem of determining the distinct but complementary roles between a WCC office in the region and the regional ecumenical organization, the Pacific Conference of Churches. It was essentially a structural problem and we needed to discover what lessons could be learned.

Dean Gadegaard drew attention to 5.2.12 below on this matter.

The committee **accepted** the above recommendation **by unanimous consensus**.

5.2.4 Budget 2008

The finance sub-committee reviewed the draft budget 2008 compared with the framework presented at the previous meeting in February 2007 and as amended by the actions taken on the recommendations.

The draft budget 2008 presents total income of CHF 38.9 million and total costs of CHF 40.7 million resulting in a net reduction in funds and reserves of CHF 1.8 million. Unrestricted funds increase by CHF 325,000 compared to a recommended figure of CHF 550,000 while designated funds decrease by CHF 1.2 million, of which CHF 600,000 is transferred to the restricted Assembly fund and CHF 600,000 is applied to cover programme costs in the current year. There is therefore a net decrease in unrestricted and designated funds of CHF 0.9 million following five consecutive years of planned increase. Restricted funds decrease by CHF 0.9 million, principally consisting of a reduction in programme funds of CHF 1.5 million and an increase in the Assembly fund of CHF 0.8 million.

The staff costs incorporate a potential cost-of-living increase of 1%, as recommended, but exceed the target level of CHF 18.0 million set by the executive committee in February 2007 by CHF 700,000 following the addition of the equivalent of almost four full-time staff positions. The sub-committee is concerned that these additions to budget have been made, and is also concerned that they will place an on-going burden on the council's finances.

CHF 250,000 of direct costs plus staff time allocation for the DOV living letters are included in the budget but are not covered by specific programme contributions, although this was a condition for their inclusion as stipulated by executive committee in February 2007.

It was noted and raised with the programme sub-committee for its consideration that the central committee had required that emphasis be placed on the strategy for increased visibility of WCC, and that therefore in this context it was not understood why the draft budget 2008 for communications had been reduced by CHF 563,000, including CHF 392,000 in staff costs, compared with the financial summary presented in the programme plans 2008-2013. At the same time other programme budgets had been increased; P3's draft budget was CHF 495,000 higher than stated in the programme plans 2008-2013.

While the new strategy for communications is yet to be developed, it has to be considered what signal is being given concerning the priorities of the council when budget reductions are being implemented.

In accordance with the executive committee's guidance in February 2007, no provision for the accumulation of a reserve for the 2011 IEPC has been included in the draft budget as no specific programme contributions have been raised.

The finance sub-committee requests that staff report back to the finance committee in February 2008 on progress in funding identified for the DOV living letters and on any financial evolution which could result in a budget amendment in favour of communications at that time.

The finance sub-committee **recommended** that the executive committee:

- approve the draft budget 2008 as submitted;
- require that the expected evaluation of ENI be taken into consideration when developing the communication strategy;
- require that the implementation of spending plans are carefully monitored against actual income results in order to ensure that the budgeted net result is respected.

Discussion

Ms Grape enquired about the implications for the DOV living letters.

Dean Gadegaard responded that they were dependent on matching income being found (minutes, pp.37-38). That would also apply to 2009.

Metropolitan Gennadios noted that there was no provision in the 2008 budget for the project Called to be the one church nor for the meeting of the faith and order plenary commission. These activities had implications for 2008 as well as 2009, when they did appear in the framework budget.

Dean Gadegaard responded, emphasizing that there was provision for 2009, but that it would be difficult to include them in the 2008 budget.

Metropolitan Gennadios questioned staff costs. How was it that the figure of CHF 18 million in the 2008 framework budget, agreed by the committee at its last meeting, was now increased to CHF 18.74 million. Was it the 1% cost of living increase or the new staff positions?

Dean Gadegaard replied that it was both, but added that there was a need to monitor the creation of new staff positions. He asked the committee to approve the 2008 figure for staff costs at CHF 18.74 million, but added that it could not be permitted for such a situation to be repeated.

The general secretary undertook that the officers would examine the matter at their expanded December 2007 meeting, at which the finance sub-committee moderator would be present.

Dr Abuom questioned the reduction in communications costs by CHF 563,000.

The general secretary responded that communication was being costed into programme staffing costs. It was a 'hidden' cost in every programme.

The committee then **accepted** the above recommendation **by unanimous consensus**.

5.2.5 Framework budget 2009

The finance sub-committee reviewed the draft framework budget 2009 compared with the draft budget 2008. Total costs are shown as CHF 42.0 million, an increase of CHF 1.3 million compared to the draft budget 2008. The CHF 1.3 million includes a CHF 1.0 million increase in direct programme costs and CHF 0.3 million in additional staff costs.

Increases in direct costs for 2009 in the programme plans for 2008-2013 include the following: CHF 0.3 million for EHAIA; CHF 0.2 million for a consultant for the project on indigenous peoples; CHF 0.2 million net cost increases in the project *Called to be the one Church,* which includes a budget of CHF 0.4 million for the planned meeting of the faith and order plenary commission; CHF 0.1 million for EAPPI; and other adjustments individually below CHF 0.1 million.

In order to present a balanced framework budget, programme income is forced to increase by CHF 2.9 million resulting in a total income target of CHF 41.8 million of which CHF 27.0 million is required for the programmes (excluding multi-lateral sharing and ACT development). This represents an increase of 12.5% over annual programme income levels of CHF 24.0 million for 2006-2008.

In previous years spending patterns have included the use of programme fund balances reflected each year in the decrease in restricted funds. In 2007 and 2008, programme fund balances are forecast to decrease by CHF 1.0 million and CHF 1.5 million respectively, closing at CHF 2.5 million at the end of 2008. At that date the balances will be comprised principally of the fund for the CWME 2010 conference and scholarship funds.

As programme fund balances are not available to support costs in 2009 increased income is required to maintain spending even at prior year levels.

The draft framework does not provide for any increase in unrestricted and designated funds. Additionally, in accordance with the executive committee's guidance in February 2007, no provision for the accumulation of a reserve for the 2011 IEPC has been included in the draft framework as no specific programme contributions have been anticipated at this point.

After discussion with the programme sub-committee the finance sub-committee **recommended** that executive committee:

- require the preparation of framework scenarios to be presented at finance committee in February 2008. The scenarios should take account of realistic income levels for 2009; one scenario framework should be a conservative framework, income being set at the same level as 2007 with the sole addition of expected contribution decreases and new firm pledges;
- require that framework scenarios provide for an increase in unrestricted funds of at least CHF 300,000;
- require that a framework for 2010 be presented along with the 2009 scenarios at the finance committee in February 2008;
- require that the framework scenarios include provision for the 2011 IEPC if contributions are pledged.

The committee **accepted** the above recommendation **by unanimous consensus**.

5.2.6 Renovation of the Ecumenical Centre

The sub-committee heard a progress report on the renovation at the Ecumenical Centre budgeted at CHF 6.6 million over the period 2006-2010. Major building works have commenced in September 2007.

To date, offers have been accepted from five contractors for a total of CHF 3.5 million, each within the budget limit approved by the finance committee. The officers of the finance committee have been informed of the principal details of the tender offers, and have reviewed the selection proposals prior to signature of the contracts concerned.

Almost all contracts for the work which will be conducted over the period to 2010 should be attributed by the end of 2007. As required by the executive committee in its meeting of February 2007, the officers of the finance committee will receive regular progress reports to ensure monitoring of the expenditure in relation to the approved plan.

Aware that the cost of the renovation will have an impact on cost-sharing arrangements with related organisations renting office space in the Ecumenical Centre, the finance sub-committee require that staff

present to the finance committee in February 2008 progress on discussions with the related organisations on the proposed new cost-sharing arrangements.

5.2.7 Income strategy

Since the last meeting of the finance sub-committee, the fund development manager resigned, and the position has not yet been filled. The sub-committee encourages the council to proceed as soon as possible with the recruitment, since this is considered a high priority.

The principal financial challenge for the council is fund-raising in order to be able to realize the programme plans. The report presented on progress with the income strategy objectives highlights the fact that the target for programme income for CHF 24 million has been and is expected to be met for the period 2006-2008, but that little experience has yet been gained in working with non-traditional donors. While the continued support of the traditional funding partners is essential to the council, it is clear that the full programme plans for 2009-2013 can only be met with the participation of new partners.

The sub-committee discussed the fact that during the round table meeting in May 2007, which was attended by the moderator of the finance committee, a representative of a specialized ministry proposed that a meeting be planned between the officers of the finance committee and funding partners to discuss longer-term commitments for the ongoing funding of the council's programme work.

The 60th anniversary of the WCC presents an opportunity to launch a fund-raising campaign for the council. The Rev Carmen Lansdowne has drafted a preliminary proposal and has offered her services as chairperson to an organizing committee for such a campaign.

The finance sub-committee **recommended** that the executive committee:

- require that the income strategy to be presented at the February finance committee meeting include realistic pre-defined milestones for generation of contributions from non-traditional sources;
- require that the agenda for the central committee in February 2008 include a session for cross-cultural sharing of fund-raising experiences with the objective of developing the governing bodies' role in fund-raising;
- require that the proposal to organize a meeting between members of the finance committee and funding partners be pursued during the central committee, invitations being extended by the core group of the round table, which might address the organization of a finance meeting during its November session;
- support the development of a proposal to launch a fund-raising campaign, to be led by Rev. Carmen Lansdowne, on the occasion of the 60th anniversary celebrations.

The committee **accepted** the above recommendation **by unanimous consensus**.

5.2.8 Membership contributions

An update on membership contributions reported that there were 114 non-paying churches in 2006, as listed in the annual financial report. Further, the success of the new contributions calculation mechanism is called into question by the fact that little real progress is being made with those churches which contribute much less than the amount proposed. A shortfall of CHF 3 million in the membership contributions would be collected if 33 churches each paying less than required met the target. Attempts to build dialogue with those churches by correspondence in 2006 have been unsuccessful, with no response obtained from 24 of the 33 churches contacted.

Recognizing that personal contact is required with the churches, in February 2007 the executive committee mandated a task team consisting of Rev Dr Margaretha Hendriks-Ririmasse, Metropolitan Vasilios and

Bishop Ivan M. Abrahams to accompany the work on membership contributions and to ensure focus on the role of the central committee members in increasing the financial participation of the churches in the fellowship. The finance sub-committee proposed that Rev. Carmen Lansdowne also join the task team. The task team will present a report on progress in its dialogue with the churches at the next finance committee.

The finance sub-committee agreed with a proposal to include in the next annual financial report an analysis of membership contributions by church family, in addition to the schedule of contributions which is presented by region.

5.2.9 Capital expenditure 2007-2011 and financing plans

The sub-committee reviewed the revised capital expenditure plan for 2007, which presented a total of CHF 2.4 million, compared with CHF 3.5 million approved in February 2007.

Certain capital expenditure limits approved for 2007 have been slightly exceeded, particularly for IT and cafeteria equipment which required urgent replacement. At the same time, there is postponed spending of CHF 1.2 million on the renovation work, which results in an increased expenditure in 2008 of the same value. The renovation project limit stands unchanged at CHF 6.6 million over the period 2006-2011.

The capital expenditure plan for the period 2008-2011 was also reviewed. Compared with the plan presented at finance committee August 2006, total spending for the period 2006-2011 had increased by CHF 0.5 million. The main factor in the increase of CHF 0.5 million is the need to renew servers and other IT equipment. The resultant increase in depreciation, estimated at CHF 60,000 per annum, is factored in to the draft budget 2008 and framework 2009.

The financing plan was reviewed together with the evolution since finance committee August 2006. The plan shows that the project can be financed over the period even when the reduced increases to unrestricted

funds proposed in the current draft budgets 2008 and 2009 are taken into account. Planned loan limits to cover the project costs remain at CHF 2 million as previously approved. Based on the assumptions, general reserves drop to CHF 8.4 million in 2009 and then increase towards CHF 9 million by 2011.

The finance sub-committee **recommended** that the executive committee:

- approve the revised capital expenditure limits for 2007, limiting expenditure to CHF 2.4 million;
- approve the budgeted capital expenditure of CHF 3.6 million for 2008.

The committee **accepted** the above recommendation **by unanimous consensus.**

5.2.10 Report of the Audit Committee

Rev. Carmen Lansdowne reported that she had attended the meeting of the audit committee held on 14 May 2007 following her appointment as representative of the finance committee. As reported above (at 5.2.1) the 2006 audit process was completed satisfactorily within the planned timeframe and no new issues were raised by the auditors. The new audit committee mandate was presented and discussed at the meeting.

The moderator of the finance committee reported that he had received a letter, dated 14 September 2007, from the moderator of the audit committee, Mr. J. G. Pittendrigh, proposing amendments to the audit committee mandate text which was approved by executive committee in February 2007.

After discussion of the proposed amendments the sub-committee accepted all except the proposal to render optional the nomination of one finance committee member to the audit committee.

The sub-committee requested the staff to report back to the moderator of the audit committee its decisions concerning the proposed amendments.

The sub-committee approved the revised audit committee mandate and a copy will be made available to members of the executive committee on request.

5.2.11 Review of investment results 2007; investment policy

The report on investment results to August 2007 was reviewed. It was confirmed that there had been no change in investment guidelines since the sub-committee meeting of February 2007. The general investments of CHF 9 million were held entirely in CHF deposits and bonds; the endowment fund of CHF 6 million was invested 40% in shares, and 60% in deposits and bonds. Overall, investment and currency gains totalled CHF 300,000 at 31 August, while the forecast for the year was CHF 380,000.

As required by the executive committee in February 2007, staff presented an amendment to investment policy concerning the requirements to ensure sound governance in respect to the council's financial investments, as set down in point 4. The sub-committee approved the proposed amendment, requiring that the investment advisory group consist of the associate general secretary for FSA, two finance managers and one programme executive or finance manager of a related organization.

The sub-committee **recommended** that the executive committee:

- approve the definition of the membership of the investment advisory group; and
- require that the investment policy be reviewed at the finance committee in February 2008.

The committee **accepted** the above recommendation **by unanimous consensus**.

5.2.12 Draft policy for WCC offices outside Switzerland

The finance sub-committee reviewed the draft policy. Since the meeting of February 2007, the document had been completed to further define

policy in respect of WCC's responsibilities towards both its field staff and those staff appointed by a host organization further to the terms of a service agreement between the latter and WCC.

It was confirmed that the draft had been reviewed by the staff leadership group. The sub-committee noted that the executive committee had required in February 2007 that the policy be completed and submitted for approval to the executive committee. The sub-committee considered that the policy directives were within the sphere of responsibility of the staff leadership group, with the exception of the requirement specifically approved in the executive committee meeting of February 2007 that the general secretary's decisions to open and close offices outside Switzerland be reported to the executive committee.

The sub-committee **recommended** that the executive committee:

- recognize the authority of the staff leadership group to approve the policy on offices outside Geneva; and
- refer the policy back to the staff leadership group for final approval and implementation.

The committee **accepted** the above recommendation **by unanimous consensus.**

5.2.13 Draft procurement policy

The sub-committee reviewed the draft policy on procurement, covering the processes for the selection of suppliers and the placing of orders for the acquisition of goods and services in all aspects of the council's work.

After discussion, the sub-committee confirmed its agreement with the standards set down in the policy, recognizing that these would bring a formal structure to the existing processes, and resultant improvements both in control and in expense management.

The sub-committee considered the recommendation which had been made in February 2007 by the executive committee requiring that the

procurement policy be presented at its next meeting for approval. Just as in the case of the draft policy for WCC offices outside Switzerland, the sub-committee considered that the policy directives were within the sphere of responsibility of the staff leadership group.

The sub-committee therefore **recommended** that the executive committee:

- recognize the authority of the staff leadership group to approve the policy on procurement; and
- refer the policy back to the staff leadership group for final approval and implementation.

The committee **accepted** the above recommendation **by unanimous consensus**.

5.2.14 Any other business

(i) Staff Policy

Further to the review of the staff policy document, the following observations were raised with the staffing and nominations sub-committee:

Concerning section I, Recruitment, selection and retention, consideration should be given to advertising all vacancies publicly, without delaying advertisement while an internal selection process is undertaken. While the possibility of maintaining a preference for an internal candidate could be retained, the recruitment process would in this way suffer no delay.

Concerning the exceptional cases in which a contract subject to renewal under the current regulation II.1.13 is concerned, it is proposed that the specific conditions under which exceptions be granted be set down in the staff policy. A draft formulation was passed to the staffing and nominations sub-committee for consideration.

Following the recommendation of the 9th Assembly, the staff rules and regulations, to which reference is made in section II, 1, paragraph 1,

were to be revised. The work of revision takes place under the direction of the general secretary.

The finance sub-committee **recommended** that the executive committee:

- require that the revised rules and regulations be presented at the executive committee of September 2008;
- consider the offer of Rev. Dr Larry Pickens to provide support in the form of technical expertise in human resources, to assist the general secretary in the rules and regulations' drafting process.

The committee **accepted** the above recommendation **by unanimous consensus.**

(ii) Reimbursement of travel costs for governing body members

In the context of the ongoing review of WCC policies and procedures it is suggested to staff that the policy covering requests for the reimbursement of travel costs for governing body members should be reviewed to ensure that it includes the following text:

> *In cases where the costs of a governing body member's travel are to be covered by the WCC, arrangements should be made through the WCC conference office. In cases where reimbursement of other travel arrangements is requested the amount of reimbursement should, without exception, be limited to the equivalent cost of that which would have been incurred had travel been arranged by WCC. Consultation with the WCC conference office should be made in advance to agree the amount to be reimbursed.*

Staff is requested to present the policy for the reimbursement of travel costs for governing body members for review and approval at the finance committee in February 2008.

(iii) Contact details for members of executive committee and central committee

To facilitate contact between members of the governing bodies, the finance sub-committee **recommended** that the executive committee require that contact details be distributed to members before or at central committee 2008.

The committee **accepted** the above recommendation **by unanimous consensus**.

Dean Gadegaard thanked the committee for its patience in dealing with the long report.

The moderator thanked Dean Gadegaard and the members of the finance sub-committee for their work and invited them to stand [applause].

6. PROGRAMME

6.1 Programme report

The committee met **in hearing session.**

The moderator welcomed OKR Jens Nieper, who had just arrived, and invited Mr Georges Lemopoulos to speak in his capacity as acting associate general secretary for programme.

Mr Lemopoulos presented the programme report. Most of it was presented for information only. The assembly mandate was being implemented; consultative bodies had met; the Israel/Palestine peace forum had been launched; the new 'youth body' had had its first meeting. Matters for discussion and decision would be presented by various staff members.

6.2 Programme plans 2008-2013

The general secretary spoke to the above document. As an introduction it contained a section on the "Vision and purpose of the work of the World Council of Churches", prepared in response to the concern about

"lack of vision" expressed at the last meeting (minutes, February/March 2007, p.47). He invited colleagues to comment further.

Mr Frerichs described the vision: the WCC in context, the threefold vision for transformation drawn from the assembly message, and the expected main achievements. The vision and purpose had as its source: the WCC constitution, the assembly mandate and the emerging profile of the WCC. The language used was the language of call. A vision can never be totally realized, but it provides a spiritual horizon to strive for. This threefold vision gives focus to the WCC's work.

Dr Gnanadason described the planning process. In the past teams had been committed to particular programmes and had planned their programme and then shared with other teams. This time the planning had been done in a more coherent way. They had not simply produced a list of things to do, but had ensured that each activity contributed to the overall vision and to the major achievements that will be taken to the next assembly.

Mr Lemopoulos stated that the process was an attempt to integrate the common understanding and vision into the life of the WCC, and to place the WCC within the context of the wider ecumenical reality. There was a need to identify the complementary role of churches and other organizations and to recognize their wealth and to coordinate their efforts. The role of the WCC was much greater than simply organizing programmes. We were moving on from programme production to providing leadership within the whole ecumenical movement.

The moderator invited discussion.

There was a wide ranging discussion. Many members commended the staff for their work in producing the vision and purpose. Some points made in the discussion were:

- Staff had a particular role in analysis and reflection on programmes.

- The role of staff is not wisdom sharing from Geneva outwards, but listening, and being listened to, as part of a wide network of relationships.
- There must be a reality check to ensure that the major achievements are actually attained.
- It is a rolling plan and 2007 is its first year.
- Faith and order has less visibility in the current programmes, a possible concern for faith and order commission members who are not WCC members, but the concerns of faith and order are certainly there in the major achievements.
- The 'gospel truth versus unity of the church' debate will have to be taken forward by faith and order.
- The concern for unity remains at the centre of the WCC's work.

The moderator thanked the staff for their presentations and committee members for their comments, and stated that the programme plans were referred to the programme sub-committee for consideration and recommendation.

6.3 Major ecumenical events 2009-2013

The committee met **in hearing session.**

Metropolitan Gennadios, presiding, invited Mr Lemopoulos to introduce the issue.

Mr Lemopoulos stated that guidance from the committee was looked for regarding timing and location of major ecumenical events in the years before the next assembly: a world mission conference, the international ecumenical peace convocation (IEPC) and the faith and order plenary commission meeting.

The international ecumenical peace convocation

The preparatory process for the IEPC was under way. Expert consultations were taking place; peace declarations were being elicited from seminaries, bible study centres and universities; and living letters team visits were already being made. The date of the IEPC had been

decided: 4-11 May 2011. What was now looked for from the committee was guidance as to its location: Sri Lanka, the USA (Boston, MA) and the South Africa Council of Churches (Johannesburg) had issued invitations. While the Middle East would be an appropriate region, neither Beirut nor Amman had thus far proved to be suitable venues.

Discussion

Points made in discussion were:

- The location of the IEPC has significance in itself.
- The decade to overcome violence had made an impact in the USA and holding the IEPC there would strengthen the US churches in their work for peace.
- An assurance that visas would be issued for ALL participants, if the IEPC is to be held in USA, was essential.

Metropolitan Gennadios, summing up, stated that the committee endorsed the process, encouraged further investigation and looked forward to a decision in February 2008.

World mission conference

Plans were already in hand, together with many other partners (CWCs, World Evangelical Alliance, Lausanne Committee for World Evangelization, the Pontifical Council for Promoting Christian Unity), for the conference to mark the centenary of the 1910 Edinburgh World Missionary Conference in Edinburgh, 2-6 June 2010. The question was how to fit in a CWME-promoted world mission conference around that time. Having two major events in close proximity would create difficulties. Again advice was required.

Discussion

Points made in discussion were:

- Learnings from Edinburgh 2010 need to be gathered and fed into the 2013 assembly.

- We need a process to gather those learnings, but a world mission conference is not essential for that.
- Edinburgh 2010 is not a CWME event, although CWME and its staff are heavily involved in it.
- To hold a world mission conference in close proximity to Edinburgh 2010 would place heavy burdens on staff.
- Can a meeting of the commission on world mission and evangelism, NOT a world mission conference, be the body to gather and transmit to the assembly the learnings from Edinburgh 2010?

Metropolitan Gennadios, summing up, stated that the matter was referred to the programme sub-committee for consideration and recommendation.

Faith and order plenary commission

A decision by the committee at the present meeting would enable faith and order to begin planning.

Metropolitan Vasilios indicated that, in view of other major gatherings being planned (Edinburgh 2010, IEPC in 2011, assembly in 2013), the only possible timing for a meeting of the faith and order plenary commission was the year 2009. The proposed date was October 2009 and the location Buenos Aires. It was essential that a meeting of the plenary commission be held, particularly in view of the immense effort that had gone into establishing an acceptable list of plenary commission members, to be presented to the present meeting.

Discussion

Points made in discussion were:

- The WCC has an obligation to hold a faith and order plenary commission meeting between assemblies.
- Some plenary commission members are disappointed that their only involvement is in the preparations for a plenary commission meeting.

- Could they be drawn into the ongoing life of faith and order through a networking system?

Metropolitan Gennadios, summing up, stated that the proposal to hold a faith and order plenary commission meeting in 2009 was referred to the programme sub-committee for consideration and recommendation.

6.4 Partnerships with churches and other organizations

The committee met **in hearing session.**

The moderator invited Dr Gnanadason to speak.

Dr Gnanadason presented a paper for discussion that had been prepared in response to the request made by the committee at its last meeting (minutes, p.61).

The WCC has historically organized most of its programmes and activities with member churches and with other ecumenical bodies.

There are also signed framework agreements between the WCC and several churches and specialized ministries, whereby the WCC receives their financial support for programmes and operational costs.

There are also formal partnership agreements to engage in activities that are part of the stated programme plans of both organizations, entailing the sharing of financial and human resources.

She gave details of fourteen such formal partnership agreements. Programme directors had been asked by the general secretary to negotiate with churches and others the setting up of more such formal partnership agreements.

Finally, there are partial financial contributions to particular staff positions, and also secondment of staff from other bodies to work as WCC staff members. There are twelve such seconded positions at the moment.

Discussion

Dr Pickens expressed the hope that the Global Christian Forum would open up more possibilities for the WCC to set up such partnerships.

Dean Gadegaard, referring to the secondment of staff by the United Church of Canada and specialized ministries to the UN liaison office, asked why there are two offices in New York, the US office and the UN liaison office. How did they relate to each other?

Metropolitan Gennadios agreed. We needed an assessment of the work of the UN and the US offices. He was also glad to see that an evaluation process at the end of the year would provide an assessment of both old and new partnerships.

Dr Pitts also stressed the need to evaluate partnerships.

The moderator invited Dr Gnanadason to respond.

Dr Gnanadason, noting that the general secretary had requested programme directors to explore possibilities for new partnerships, challenged executive, and central, committee members themselves to take initiatives in this direction. That is how it would be possible to increase the number of partnerships.

The paper was **referred** to the programme sub-committee for further consideration and recommendation.

6.5 Participation of the churches in development and advocacy

The committee continued **in hearing session.**

The moderator invited Dr Wolters to speak.

Dr Wolters presented a paper for discussion, prepared in response to the committee's request at its last meeting (minutes, p.61).

The paper described the formation of ACT development and the intention to bring the work of churches and ecumenical organizations on development, emergencies and advocacy together under the umbrella of preferably one global ecumenical alliance, with the name Action by Churches Together (ACT).

The paper further described the relationship between the WCC and ACT development.

Dr Wolters then commented that development aid had increased in the last few years, but there is increasing competition for it between development agencies, which are having to become more professional to persuade their supporters to continue to support them. There is also growing scepticism in public and political circles in Western Europe about the effectiveness of development work.

Churches have been involved in development work from the beginning and it is part of their mission. The churches have a grass-roots structure, which is one reason why development organizations like to work with churches. However, the churches are not development organizations, nor is the WCC in itself a global development agency. The WCC needs to have a clear understanding of its own nature and mission and on that basis determine its role vis-à-vis development agencies and specialized ministries. Advice from the committee was needed on whether the WCC should give leadership in this area or keep its distance.

Discussion

Ms Grape recalled how, two years ago, the general secretary had intervened to maintain the integrity of the churches' diaconal work, at a time when some development agencies were preparing to form a structure outside the ecumenical movement (executive committee minutes, February 2005, pp.9-10). His intervention had ensured that the ecumenical dimension to development work had not been lost. There were differing structures: some churches had diaconal work as part of their structure, others close to, but not part of, their structure. The WCC had to continue to take a leading role in this area.

Dean Gadegaard agreed that the WCC should give leadership as the ACT alliance took shape in order to ensure its coherence.

Bishop Azariah agreed, and also expressed the hope that ACT development could produce training programmes for church leaders and workers to help them to develop their own diaconal programmes.

Archpriest Chaplin stressed the need for good relations between the local church and specialized ministries, who did not always understand local needs. Could guidelines or a code of conduct be drawn up for relations between specialized ministries and local churches?

OKR Nieper stressed the need for dialogue between specialized ministries and the church(es) to which they related in order to maintain church interest in their work.

The moderator invited Dr Wolters to respond to the discussion.

Dr Wolters was grateful for the discussion and had noted the desire that the WCC should give strong leadership as the ACT alliance was formed.

Concerning the scepticism in Western Europe about the effectiveness of development work, he stated that the fact that development agencies clearly work together and form coalitions goes down well with the public.

He observed further that, in those situations where there is no opportunity for open evangelism and preaching, the main witness of the churches takes the form of diaconal service. ACT development did wish to be part of the ecumenical movement, although some agencies did wish to be more part of it than did others.

The moderator thanked Dr Wolters, stated that the paper was referred to the programme sub-committee for further consideration and recommendation, and asked Dr Pitts to close the day's business in prayer.

6.6 An expanded assembly

The committee met **in hearing session.**

Metropolitan Gennadios, presiding, invited Dr Robra to introduce a discussion paper.

Dr Robra introduced the paper 'An expanded assembly – a second report for ongoing discussion'. Discussion at this meeting would take forward the decision of the last meeting of the committee (minutes, February/March 2007, p.62), and be part of the process leading to a third discussion paper for review by the officers in December 2007 and for presentation to the central committee in February 2008.

Member churches had been listened to. The general secretary had written to member churches, and, while only twelve had sent a written response, all responding so far had felt it was important to pursue the idea of an 'expanded assembly'. The ecumenical officers' network, representing fifty member churches worldwide, in the context of general approval, had raised some particular concerns.

The joint consultative committee between the WCC and Christian world communions, meeting in May 2007, had had a significant discussion. There was strong support from Lutherans and Reformed, each expressing interest in using the same venue to conduct their respective business. Both interest and hesitations had been noted from Anglican, Roman Catholic, Orthodox and historic peace church participants. A list of issues to be considered had been drawn up.

A preliminary analysis of the debate so far indicated that, in spite of reservations, there was general support for an expanded assembly as having the potential to foster greater coherence of the one ecumenical movement.

There were various **emerging possibilities**, and the committee was requested at this meeting to affirm the continuing process of listening and reflecting leading to a proposal for consideration by the central committee.

Metropolitan Gennadios invited discussion.

Metropolitan Vasilios pointed out problems with the earlier formulation "ecumenical assembly". Would such an open gathering encourage churches to withdraw from formal WCC membership? They would still be able to be part of the WCC without formal membership.

Dr Pickens felt it would be difficult to find a suitable venue.

Dean Gadegaard felt there was no danger of churches withdrawing from membership. The gathering would need to be united around common issues. CWCs could have parallel business sessions separately.

Dr Abuom felt that sending letters to member churches to elicit feedback was not the only way to obtain responses. Other approaches were needed.

Dr Altmann, speaking as head of a member church, was grateful for the paper, which was an improvement on earlier papers. We needed to dare to go beyond existing possibilities. Churches would be disappointed if the 2013 assembly was identical to previous assemblies, and the WCC would be seen as inflexible. A clear decision must be made, otherwise there would be a decision by inertia not to change. The list of emerging possibilities was particularly helpful.

Dr Robra was grateful for the helpful comments.

Metropolitan Gennadios, summing up, said the question was "Do we continue as in the past, or do we have a new assembly, a 'rassemblement'?". More responses from the churches were needed before the central committee could take its decision in February 2008. The paper, with the comments made, was referred to the programme sub-committee for consideration and recommendation.

6.7 Report of the programme sub-committee

The committee met **in decision session.**

Metropolitan Gennadios, presiding, invited Dr Altmann to give the report of the programme sub-committee.

Dr Altmann read the report.

The programme sub-committee of the executive committee received the report of the work which has taken place, the work plans, and also heard the comments of the executive committee.

The programme sub-committee was asked to react to the documents presented for its consideration and recommendation and the programme plans 2008-2013: summary.

The programme sub-committee listed suggestions to the staffing and nominations sub-committee related to the draft agenda of the central committee meeting in February 2008.

6.7.1 Joint meeting with the finance sub-committee

The programme sub-committee and the finance sub-committee had a joint session to get a common understanding regarding future planning. The points which were raised related to the years 2008 and 2009. The main concern was related to the planning of the year 2009 which has two scenarios, i.e. either the expectation that the proposed increased income be met; or 2008 income levels be maintained. This needs to be taken into consideration in planning. The input given by the programme sub-committee is included in the present report.

Discussion

Dean Gadegaard emphasized that, while living letters team visits are included in project 301 (decade to overcome violence) they are dependent on the necessary funding being raised (cf. 6.7.2.3 below).

Rev. Lansdowne added that they could not take place if there was no money for them. She further **recommended** that the programme and finance sub-committees should be enabled to think together in an integrated way and requested the staff to ensure that this happened.

The committee **agreed by unanimous consensus** to add her recommendation to the recommendations of the sub-committee.

6.7.2 Future programme

6.7.2.1 Programme plans 2008-2013: summary

The programme sub-committee affirms the vision and purpose section of the plans, noting the comments made at the executive committee meeting.

The programme sub-committee recognized that more prioritizing is needed:

1. What is essential and at the core of the WCC.
2. What is highly desirable, but is dependent on resources available.
3. What activities/projects could be postponed, frozen or even suspended.

These decisions could be based on the evaluation planned for the end of 2007.

The need to review the titles of programmes and projects was expressed (international affairs and faith and order were mentioned as examples). It was suggested that, beyond the health dimension, HIV and AIDS should be viewed also from the theological perspective. In P406 the spirit of dialogue should be kept.

Discussion

Dr Abuom hoped that at the next meeting of the committee there could be a review of what will have been learned from the new ways of working and of the effectiveness of the new structures.

Dr Altmann agreed that there should be an evaluation of the first full year of work with the new structures and ways of working at the meeting in February 2008. That would help with the prioritizing mentioned above.

Dean Gadegaard pleaded that the plight of Christian minorities be not ignored. That concern could be taken up in programme area 6.

Archbishop Aykazian agreed. For centuries Christian minorities in the Middle East had been living in harmony with their neighbours. That had changed with the present international policy of intervention. The exodus of Armenians from the Middle East was an example of this.

Metropolitan Bishoy added that the war in Iraq had caused great problems for Christian minorities in the Middle East.

The general secretary stated that work on Christian minorities is in the programme. A meeting was to take place shortly in Geneva bringing together people from countries where there is a Christian minority presence.

Dean Gadegaard requested that the general secretary and staff consider the possibility of convening a meeting of church leaders in the course of 2008 to reflect on how best to accompany Christian minority communities in difficult circumstances.

6.7.2.2 Review of plans: matters to be considered

The programme sub-committee **recommended** that the following points be considered when plans are reviewed:

- smaller and shorter meetings, joint meetings;
- using new technology (video conferences etc.);
- business meetings be shorter and combined with visits to member churches;
- challenge churches to take more responsibility regarding travelling costs;
- when a large event is taking place, the programmatic work of the council in that area be reduced to a minimum and some existing human and financial resources of the council be made available for the event.

Discussion

Dean Gadegaard warned against shorter meetings. For example, the present meeting could not possibly have been shorter.

Metropolitan Bishoy pointed out that shorter meetings did not reduce travel costs. Perhaps a solution would be less frequent longer meetings. He felt there should be review of the costs of meetings.

6.7.2.3 Living letters team visits

The programme sub-committee **recommended** that a special effort be made to raise funds for the living letters team visits (cf 6.7.1 above). For this purpose staff to clearly formulate the terms of reference of the visits, the composition of delegations, countries to be visited etc. and to communicate this to the churches and possible funding partners.

6.7.2.4 CWME commission meeting and world mission conference

The programme sub-committee **recommended** to the executive committee (NB. This is a reformulated recommendation – see discussion below):

- to request the CWME to explore the possibility of organizing an extended meeting of the commission directly following the Edinburgh 2010 conference. The extended commission meeting could be held one or two days right after the 2010 conference so as to collect the results of the 2010 process in preparation for the WCC assembly.

Discussion

Dr Altmann stated that the sub-committee had discussed the possibility of two entirely separate conferences: Edinburgh 2010 and a world mission conference in 2011 or 2012, as suggested by the CWME commission meeting in April, but had decided that a world mission conference immediately following the Edinburgh 2010 conference would be a better solution.

In a wide ranging discussion the following points were made:

- Having a world mision conference, with perhaps 500 participants, immediately after Edinburgh 2010 would detract from Edinburgh 2010, create many problems, and send out a wrong signal to the churches.
- A meeting immediately after Edinburgh 2010 would save travel costs.
- Since amalgamation of the international missionary council and the WCC in 1961 there has been a tradition of holding a world mission conference between WCC assemblies.
- CWME does have to harvest the learnings of Edinburgh 2010 and transmit them to the WCC's 2013 assembly. Could that be done by an extended CWME commission meeting immediately after Edinburgh 2010?
- Such an extended CWME commission meeting could also include delegates from the WCC constituency to Edinburgh 2010 who were not commission members.
- Would it be possible to plan for a world mission conference to take place soon after the 2013 assembly?

In light of the above discussion, the original recommendation of the sub-committee was **reformulated** (as above) and **agreed by unanimous conensus.**

Dr Altmann, on behalf of the sub-committee, **concurred.**

6.7.2.5 Faith and order plenary commission

The programme sub-committee affirmed that there be a faith and order plenary commission meeting in 2009; however, the programme sub-committee **recommended** that staff explore different possibilities for a gathering and ways of reducing costs while still ensuring participation.

6.7.3 Participation of churches in development and advocacy

The programme sub-committee received the document on participation of churches in development and advocacy, discussed it, supported the main thrust and affirmed that the WCC should continue to have a leading role in the ongoing process towards the creation of the new alliance and bring the voices and concerns of the churches into the process.

Discussion

In the light of discussion, the above paragraph was reformulated as it reads now.

6.7.4 Partnerships with churches and other organizations

The programme sub-committee received information on the current situation of partnerships and staff secondment. It affirmed the main thrusts of this process, but asked that there be an assessment, so as to strengthen and widen partnerships.

6.7.5 An expanded assembly – a second report for ongoing discussion

The programme sub-committee received the second report and affirmed the continuity of the process. While protecting the integrity of the WCC assembly as required by the constitution, further exploration of the 'expanded space' was asked to be done in dialogue with the CWCs, REOs and other ecumenical partners, which already have a relationship with the WCC. The sub-committee also **recommended** to solicit further feedback from member churches. A more concrete proposal to be presented at the officers' meeting in December 2007, at the next meeting of the executive committee in February 2008 and the immediately following central committee meeting.

Metropolitan Gennadios invited the committee to accept the report of the programme sub-committee and, in so doing, all its recommendations.

The committee then **accepted the report and its recommendations by unanimous consensus.**

Metropolitan Gennadios thanked the sub-committee and invited them to stand [applause].

7. STAFFING AND NOMINATIONS

7.1 Membership matters

The committee met **in hearing session.**

Metropolitan Gennadios, presiding, invited Dr Robra to present the report on membership matters.

Dr Robra presented a written report.

Efforts at present were concentrated on strengthening the existing fellowship rather than processing existing and new membership applications.

The largest proportion of enquiries for membership has come from churches with fewer than 50,000 members, who thus may not apply for WCC membership. Such churches are strongly encouraged to apply for membership in their national or regional ecumenical bodies.

Among pending applications, only one church has more than 50,000 members, the Church of Christ in Congo, although it has not yet made a formal application for membership.

It is hoped that two new member churches, the Lao Evangelical Church and the Independent Presbyterian Church of Brazil, will be received into membership at the central committee meeting in February 2008.

The general secretary had written to all inactive member churches, and their number had been reduced from 31 to 27. A list of those churches was given with the name of a president or executive committee member,

who is being requested to intercede. One amendment was made to the list (Ms Oyekola to contact the Nigerian Baptist Convention, instead of Dr Abuom).

Discussion

Mr McGeoch enquired about the ecumenical involvement of the Independent Presbyterian Church of Brazil.

The moderator stated that this had been discussed during the visit of the WCC delegation to the church. The church is a founding member of the Latin American Council of Churches (CLAI) and is prepared to maintain relations with the Roman Catholic Church.

Ms Oyekola, referring to the minutes (pp.77-78), noted that the intention had been not to send letters but people in the attempt to make contact with inactive member churches.

The general secretary responded that, while letters had been sent, that was by no means the only intended means of contact.

Dean Gadegaard reminded members that there is an even bigger problem than the 27 inactive churches: the 114 non-contributing churches.

Pastor Malungo suggested that active member churches could be invited to contact the inactive churches in their own country.

The report on membership matters was **referred** to the staffing and nominations sub-committee for consideration and recommendation.

7.2 Nominations to governing and consultative bodies

The committee met **in hearing session.**

The moderator invited Mr Lemopoulos to present a report on nominations.

Mr Lemopoulos presented a written report.

The report contained various routine actions to be taken by the committee on recommendation of the staffing and nominations sub-committee. There were no complex matters.

The most substantial matter was the election of the faith and order plenary commission. The central committee had requested (central committee minutes, August/September 2006, p.130) that faith and order revise the list they were putting forward. Working with the WCC youth desk (Natalie Maxson), the network of persons with disabilities (EDAN, Samuel Kabue), and indigenous persons (Eugenio Poma), new persons had been nominated and their nomination approved by their churches. The central committee had empowered the executive committee to elect the faith and order plenary commission at this present meeting.

Metropolitan Vasilios commented that this was the third time that faith and order were proposing a list of members of the plenary commission. They had made a real effort to meet the necessary criteria.

The report on nominations was **referred** to the staffing and nominations sub-committee for consideration and recommendation.

7.3 Amendments to the constitution and rules

Mr Lemopoulos presented proposed changes to the rules arising from recent developments in the life of the WCC, already decided by the governing bodies, such as the introduction of consensus procedures, the new consultative bodies and the new organizational structure. The executive committee was invited to authorize submission of these proposed changes to the central committee.

The proposed changes to the rules were **referred** to the staffing and nominations sub-committee for consideration and recommendation.

7.4 By-laws of consultative bodies

Mr Lemopoulos reported on progress with by-laws of consultative bodies.

The commission on education and ecumenical formation had elaborated new by-laws (central committee minutes, August/September 2006, p.128), which were now presented for submission to the central committee.

The churches' commission on international affairs, at its meeting in Geneva earlier in the month, had appointed a small group to examine its by-laws, with a view to revising them so that they reflect more accurately the present composition and mandate.

The "youth body" (central committee minutes, August/September 2006, pp.137-144; and executive committee minutes, February/March 2007, pp.74-75) had held its first meeting in Geneva in May. Mr Lemopoulos invited Ms Vasko, its moderator, to report.

Ms Vasko brought greetings from the meeting of the "youth body". They had been an eager group, and had reached a decision on their name: **Echos – commission on youth in the ecumenical movement.** Since the title they had decided contained the word "commission", by-laws would probably be necessary, but they could easily be drawn up on the basis of the terms of reference ("ways of working") already approved by the central committee.

The by-laws of the commission on education and ecumenical formation were **referred** to the staffing and nominations sub-committee for consideration and recommendation.

7.5 Staff policy

The committee met **in hearing session.**

The moderator invited the general secretary to present a paper on staff policy.

The general secretary presented the paper, which showed the progress made. The committee had an opportunity now to comment on it, and a final version would be presented to the central committee for adoption in February 2008.

The paper dealt with the recruitment, selection and retention of staff; limiting years of service for programme executive staff; and performance appraisals of staff.

The central section of the paper dealt with the implementation of the assembly decision that "WCC review its staff rules and regulations and personnel policies… including reaffirmation of the concept that programme executive staff contracts are not normally renewed more than once (at present four years plus three years)".

The central committee had already discussed the matter (minutes, August/September 2006, pp.45-46).

The paper gave arguments both for and against limiting length of service, together with a proposal of how the assembly decision might be implemented.

The moderator invited discussion.

Dean Gadegaard considered that the paper was in line with the assembly decision. He enquired what the time line for implementation would be.

Rev. Lansdowne, referring to staff regulation II 1 14, suggested that a second contract could be issued for a period somewhat longer than the normal three years – in cases, for example, where it was anticipated that a major ecumenical gathering for which the staff member had responsibility was due to take place shortly after the end of the normal three year extension period. That would avoid the creation of an indefinite contract.

The general secretary stated that a time line would be included in the final version of the paper to be presented to the central committee in February 2008.

The moderator stated that the paper was **referred** to the staffing and nominations sub-committee for consideration and recommendation.

7.6 Functions of governing bodies

The committee met **in hearing session**.

The moderator invited Mr Lemopoulos to present a paper on the functions of governing bodies.

Mr Lemopoulos introduced the paper. It had a threefold purpose: to clarify the roles and responsibilities of the two governing bodies; to clarify the distinct roles and responsibilities of their respective committees or sub-committees; and to prepare a process of self-evaluation by governing bodies.

Some committees/sub-committees had overlapping but distinctive roles and responsibilities, and they thus approach the same issues from different perspectives. Among the examples were the finance sub-committee and the programme sub-committee of the executive committee, and the finance committee and the programme committee of the central committee.

There were two supporting documents: one giving an overview of the roles of the governing bodies, and one setting out a method of self-evaluation by governing bodies (minutes, February/March 2007, p.61).

There was no discussion and the paper was **referred** to the staffing and nominations sub-committee for consideration and recommendation.

7.7 Draft agenda for central committee, February 2008

The committee had before it a draft agenda for the next central committee meeting, which was **referred** to the staffing and nominations sub-committee without discussion.

7.8 Report of the staffing and nominations sub- committee

The committee met **in decision session.**

The moderator invited Metropolitan Gennadios to present the report of the staffing and nominations sub-committee.

Metropolitan Gennadios presented the report.

The sub-committee met for three sessions and dealt with the documents referred to it for consideration and recommendation.

The staffing and nominations sub-committee makes the following **recommendations** to the executive committee:

7.8.1 Staffing report

The sub-committee **recommends** that the executive committee accept the recommendations on appointments, contract extensions and opening of vacancy to be presented in the closed session to take place later (cf. 8.1 below).

The sub-committee received the information from the officers' appointments and contract extensions and noted the following:

- The general secretary will ensure proper and adequate performance appraisals carried out for all staff and provide the basis for any extension of contracts.
- The positions for IMD manager and EAPPI coordinator are being reviewed and once new working arrangements are made there will be a recommendation for the opening of these vacancies.

Recommendations

- That the executive committee request that a critical review of the performance appraisal system and procedures be included in the new staff policy to ensure that the performance appraisal is a two-way process involving both individual and team appraisals.

- That the general secretary bring to the next executive committee, and through it to the central committee (13-20 February 2008) a policy proposal on seconded staff.

- That the WCC UN liaison office be strengthened by increasing the staff capacity in the office through hiring a senior staff as overall coordinator and that the general secretary explore possibilities for funding such a position.

- That the general secretary bring a status report on the work of the WCC US Office in relation to partnerships with US WCC member churches and in relation to the UN liaison office.

- That the general secretary present a report to the executive committee and the central committee in February 2008 on the relationship between the WCC US office and the UN liaison office.

- That the central committee members and churches be kept fully informed about the WCC work following the international peace conference "Churches together for peace and justice in the Middle East" in Amman.

Discussion

Dr Pickens suggested that the committee receive a regular report from the US office.

Metropolitan Gennadios stated that the general secretary did receive regular reports from the US office.

Dean Gadegaard proposed the following additional **recommendation** to the report:

- That at every governing body meeting the general secretary give information on the work of the US office, together with some reference to its work with the UN liaison office.

Dr Abuom added that consideration of such a report belongs properly to the programme committee or the programme sub-committee.

Metropolitan Gennadios, on behalf of the sub-committee, **accepted** the additional recommendation.

The committee then **accepted** the above recommendation, including the one additional recommendation, **by unanimous consensus**.

7.8.2 Membership matters

Recommendations

- That the Lao Evangelical Church and the Independent Presbyterian Church of Brazil be invited to send a representative to the meeting of the central committee, 13-20 February 2008, in Geneva.
- That these two churches be received as new members of the WCC.

The committee **accepted** the above recommendations **by unanimous consensus**.

7.8.3 Nominations

Recommendations

- That the executive committee confirm Ms Marloes Keller (Protestant Church in the Netherlands) as a member of the central committee.

- That the executive committee approve Ms Natasha Klukach (Anglican Church of Canada) as a member of the faith and order standing commission.

- That the executive committee approve the list (cf. appendix V) of members of the faith and order plenary commission (the standing commission having been elected earlier) taking note that responses from two member churches are still expected and that Korean member churches may come with an alternative proposal for their member. Faith and order is to inform the churches that the membership is approved and that those nominated are already members of the plenary commission.

- That the executive committee appoint Ms Sophia Gergis (Presbyterian, Egypt) to the youth body.

The committee **elected** the above named **by formal vote** to the bodies indicated.

Metropolitan Gennadios added that each relevant member church should be informed of this appointment of its member(s).

Recommendation

- That the executive committee encourage the programme committee of the central committee to bring proposals for a steering and core group of the programme committee to the central committee along the lines of the following:

  Steering Committee of the Programme Committee
  - Shall include the moderator, vice-moderator and two rapporteurs
  - Shall meet during the programme committee meetings
  - Shall facilitate the work of the programme committee during its meetings

  Core Group of the Programme committee

  Membership
  - The core group includes the members of the steering committee plus three other programme committee members

Role of the Core Group

- Assist the programme committee in monitoring performance of programmes, especially during the period between meetings of the programme committee
- Participate in the WCC round table meetings to share programme policies and strategic direction
- Ensure that between programme committee meetings staff are accompanied and supported

Schedule

- The core group meets at the request of the programme committee

The committee **accepted** the above recommendation **by unanimous consensus**.

7.8.4 Constitution and Rules

Recommendation

- That the executive committee forward the proposed amendments to the constitution and rules to the central committee for decision.

The committee **accepted** the above recommendation **by unanimous consensus**.

[Note: The final decision on these amendments will be taken and recorded by the central committee, and thus for reasons of space they are not given here.]

7.8.5 By-laws: commission on education and ecumenical formation

Recommendation

- That the executive committee forward the by-laws of the commission on education and ecumenical formation to the central committee for decision.

The committee **accepted** the above recommendation **by unanimous consensus**.

7.8.6 Functions of governing bodies and overview

Recommendation

- That the executive committee receive the two documents with the following modifications/additions:

1. The Officers

- Are elected by the central committee. They are the moderator, two vice-moderators and the general secretary (ex-officio).
- Take decisions as authorized by the executive committee.
- Officially represent the WCC as requested.
- Function as the business committee for the central and executive committees.

1.1. The Moderator

- Moderates the central and executive committees and the officers meetings.
- Ensures collegiality among the officers.
- Stays in close contact with the general secretary who keeps him/her informed and updated about developments in the life of the WCC. The moderator shall in turn inform the two vice-moderators.
- Together with the general secretary plays a reconciling role as required.

2. The Executive Committee

- Prepares decisions for the central committee and makes decisions as authorized by the central committee.

3. The Central Committee

- Ensures that the mandate of the assembly is actually carried out.

Recommendations

- That the content of these documents be presented to the central committee in a "more reader friendly" form following final approval.

- That the executive committee members carefully consider the documents and send comments and proposals to the general secretary by the end of December 2007 so that an amended version can be brought to the central committee meeting, 13-20 February 2008, in Geneva.

The committee **accepted** the above recommendations **by unanimous consensus**.

7.8.7 Meetings of the governing bodies – self-evaluation

Recommendation

- That the executive committee encourage the general secretary to present the document "Meetings of the governing bodies – self-evaluation" to the central committee with visual aids and that a revised evaluation form for the central committee also be presented.

During the meeting of the sub-committee the following were noted:

- The need to include the support systems, e.g. logistics, of the meeting in the evaluation.
- The need to include a point on "any other things that would help the committee fulfill its objectives".

The committee **accepted** the above recommendation **by unanimous consensus**.

7.8.8 Staff policy

Recommendation

- That the executive committee receive the document "Staff policy" and recommend that it be developed further considering the following remarks:

1. Recruitment, selection and retention
The policy as outlined opens the council to lengthy search processes as well as continued criticism regarding lack of transparency. It would be possible, as it is in many other institutions, to make it the policy to publicly post all vacancies with a disclaimer that "preference may be given to internal candidates". Then, if an internal search fails, the external search process has already started.

5. New staffing policy
The contract referred to in Reg. II 1.13 may be extended only once for a further three-year period by the central or executive committee. In the case where the proceedings of an assembly, key commission meeting, or years to retirement are concerned, the general secretary may seek approval of the governing bodies for the second contract to reflect an extension for a period longer than three years, to be decided in specific situations.

Provisions for seconded staff be brought into the new staff policy.

The finance sub-committee shared a number of comments which were discussed with the staffing and nominations sub-committee. They appear in the report of the finance sub-committee.

The committee **accepted** the above recommendation **by unanimous consensus**.

7.8.9 Draft agenda of the central committee meeting, Geneva, 13-20 February 2008

Recommendation

- That the executive committee adopt the draft agenda pending further development along the following lines and final approval by the officers at their meeting in December 2007:

  - The moderator's report will be called the moderator's address.
  - That the prayers, including the opening and closing prayer services, be based on the themes of the first through eighth

assemblies of the WCC as part of the commemoration of the WCC 60th anniversary.

- That three panel sessions on testimonies focus on the experience of different churches on being part of the fellowship with concrete stories reflecting.
    - 25 years since BEM
    - 100 years of the Week of prayer for Christian unity
    - 60 years since the founding of the WCC
- That for the testimonies churches from the different regions be approached ahead of time to prepare along these lines and that each panel is animated in a lively fashion with visual aids and music.
- That the plenary on Friday morning focus on overcoming violence against women and children.
- For Sunday service, if the cathedral in Geneva is unavailable, consideration be given to the Lausanne cathedral.
- That a chaplaincy team of 4-5 people, not central committee members, from Geneva be set up for the duration of the central committee and that space be given for pastoral care and counseling for participants. The team can include people from several confessional families.
- That the lobby of the ecumenical centre be used for exhibitions on Baptism, eucharist and ministry, the Week of prayer for Christian unity and the 60th anniversary commemoration.
- A souvenir for the 60th anniversary be developed and given to all the participants.
- It was noted that at this central committee meeting, in the closed staffing session, the extension of the contract of the general secretary would be considered.

The moderator added that the general secretary was shortly to meet with the UN secretary general concerning his invitation to the session on the evening of 16 February.

The committee **accepted** the above recommendation **by unanimous consensus**.

7.8.10 Venues and dates of governing body meetings

Recommendation

- That the executive committee take note of the developments with regard to the dates and venues of governing body meetings:

2008		
Executive Committee	11-12 February	Geneva
Central Committee	13-20 February	Geneva
Executive Committee	23-26 September	Lübeck, Germany
2009		
Executive Committee	17-20 February	Geneva
Executive Committee	24-25 August	New Orleans, LA, USA *pending inquiries on visas and formal invitation*
Central Committee	26 August-2 September	
2010		
Executive Committee	23-26 February	Geneva
Executive Committee	14-17 September	Scotland
2011		
Executive Committee	14-15 February	Geneva
Central Committee	16-23 February	Geneva
Executive Committee	13-16 September	Addis Ababa, Ethiopia *pending formal invitation*

2012		
Executive Committee	14-17 February	Pacific region (e.g. Fiji) *pending formal invitation*
Executive Committee	27-28 August	Crete or Rhodes *pending inquiries on dates and formal invitation*
Central Committee	29 August-5 September	
2013		
Executive Committee	19-22 February	Geneva

The committee **took note** of the above dates and venues.

The moderator then invited the committee to indicate its acceptance of the whole report including its recommendations.

The committee **accepted** the report **by unanimous consensus**, and the members of the staffing and nominations sub-committee stood [applause].

8. STAFFING (CLOSED SESSION)

The committee met in closed decision session.

8.1 Staffing report

The moderator invited the general secretary to give the staffing report.

The general secretary gave the report, together with brief biographical details of the persons on whom decisions were to be taken.

Metropolitan Gennadios stated that the staffing and nominations sub-committee had discussed and were supporting the recommendations made by the general secretary on appointments, contract extensions and the opening of a vacancy.

8.1.1 Appointments

The general secretary submitted the following names for appointment as programme directors, faith and order director, and programme executive staff:

Unity, Mission, Evangelism and Spirituality (P2)

Rev. Dr John GIBAUT (Anglican Church of Canada) as director of faith and order (P201) for four years starting 1 January 2008 and subject to obtaining a work permit. This approval is sought based upon the recommendation of the faith and order commission which met in Crans-Montana from 12-18 June 2007.

The committee **voted by show of hands** to make the above appointment.

Public Witness: Addressing Power, Affirming Peace (P3)

Rev. Elenora GIDDINGS IVORY (Presbyterian Church USA) as programme director for public witness and director of CCIA for three years starting 1 November 2007 and subject to obtaining a work permit.

The committee **voted by show of hands** to make the above appointment.

Ms Christina PAPAZOGLOU (Ecumenical Patriarchate, Greece) programme executive for human rights (P303), for four years starting at a date to be agreed and subject to obtaining a work permit.

The committee **voted by show of hands** to make to above appointment.

Inter-religious Dialogue and Cooperation (P6)

Rev. Dr Shanta D. PREMAWARDHANA (Alliance of Baptists) as programme director for inter-religious dialogue and cooperation for four years starting 12 November 2007 and subject to obtaining a work permit.

The committee **voted by show of hands** to make the above appointment.

8.1.2 Contract extensions

The general secretary then submitted (upon the recommendations of the respective programme directors and willingness of concerned colleagues to continue serving with the council) the following names for contract extensions:

Programme 1

Ms Natalie MAXSON, whose contract ends on 31 October 2008, a final three-year extension from 1 November 2008 to 31 October 2011 (youth category).

Rev. Lansdowne indicated that she would abstain because of personal interest, since she and Ms Maxson were both members of the same church.

The committee **voted by show of hands** to approve the above contract extension (one abstention).

Programme 3

Mr Jonathan FRERICHS, whose contract ends on 30 September 2008, a second three-year contract from 1 October 2008 to 30 September 2011.

The committee **voted by show of hands** to approve the above contract extension.

Rev. Hansulrich GERBER, whose contract ends on 31 October 2008. An extension of this contract will render it indefinite starting 1 November 2008.

The general secretary, in response to questions, stated that Mr Gerber's appointment coincided with the decade to overcome violence and would terminate with the decade. His departure was expected at some time after the international ecumenical peace convocation in May 2011. He

further explained that an indefinite contract did not mean that that person's employment was indefinite: six months' notice can be given.

The committee **voted by show of hands** to approve the above contract extension (one against).

Dr Abuom stressed the importance of an appropriate appraisal of the staff person taking place before a contact extension was proposed (as mentioned in the report of the staffing and nominations sub-committee report at 7.8.1 above).

8.1.3 Vacancy

The general secretary requested approval to open one vacancy as follows:

Programme 1

Programme executive for church and ecumenical relations (P103 and P104) left vacant upon the retirement of Ms Teny PIRRI-SIMONIAN.

The committee **authorized** the general secretary to open the above vacancy.

8.1.4 Appointments and contract extended by officers

The general secretary then gave details of appointments made and a contract extended by the officers:

Programme 1

Dr Fulata Lusungu MOYO (Presbyterian Church Malawi) as programme executive for women (P106) starting mid September 2007.

Programme 3

Rev. Christopher FERGUSON (United Church of Canada), WCC United Nations liaison office (UNLO) representative whose current secondment contract ends on 30 September 2007. His

church requested that the present contract be extended to 31 December to bring it in line with the fiscal year of the WCC. The church offered a second two-year extension of his contract from 1 January 2008 to 31 December 2009, with the possibility of a third and last extension of one year.

Programme 4

Rev. Dr Hielke WOLTERS (Protestant Church in the Netherlands) as programme director for justice, diakonia and responsibility for creation (P4) with effect from 1 July 2007.

Programme 5

The officers were informed of the appointment of Rev. Dr Dietrich WERNER as programme consultant for ecumenical theological education (project P503) for two years starting 1 October 2007, on the authority of the general secretary.

Ms Grape enquired how performance appraisal affects staff seconded to the council by their churches.

Metropolitan Gennadios responded that in the possible case of a seconded staff person's performance not proving satisfactory, that person's church could be asked to second another person.

The committee **noted** the above appointments and contract extension.

8.1.5 Departures

The general secretary gave details of departures of members of staff:

Programme 3

Mr Rifat KASSIS, project coordinator and project manager for the ecumenical accompaniment programme in Palestine and Israel (EAPPI) (P305), resignation with effect from 31 August 2007.

Programme 4

Ms Francoise FAURE, administrative assistant (P401), resignation with effect from 15 April 2007.

Programme 5

Mr Alexander BELOPOPSKY, development and communication manager for the Ecumenical Institute, Bossey from 1 December 2006, resignation with effect from 30 April 2007.

FSA: Income Monitoring and Development (IMD)

Mr Timothy FIELDSEND, fund development manager, income monitoring and development, resignation with effect from 30 September 2007.

FSA: Human Resources Office

Ms Christina MINEZAC, director of human resources, resolution of legal issues with effect from 30 April 2007.

The committee **noted** the above departures.

8.2 Extension of the general secretary's contract

The moderator reminded the committee that the general secretary's present term of office would end on 31 December 2008. A decision concerning any extension of his contract would have to be made by the central committee at its meeting in February 2008. That would be less than one year before the end of his present contract, but an earlier decision (at the central committee meeting in August/September 2006) would have been impracticable.

No process for the renewal of the general secretary's contract was laid down in the rules, which merely stated that 'the general secretary shall be elected by the central committee' (rule XII.2).

Having consulted with the officers and the previous moderator, he proposed the following course of action.

A confidential document would be given to committee members before the end of the present meeting. Members were invited to make representations to the moderator prior to the December officers' meeting. The officers would then prepare a recommendation for the executive committee in February 2008, and the executive committee

could discuss it and present a recommendation to the central committee meeting immediately following.

Discussion

There was some discussion on the proposed process, particularly on there being no provision in the rules for the extension of a general secretary's contract. A possibility, for incorporation into the rules, would be that an extension should be decided by the central committee on the recommendation of the executive committee no later than at a given time before the end of the existing contract. It was felt that the executive committee should take the initiative, as it works more closely with the general secretary.

The committee then **endorsed** the process described by the moderator **by unanimous consensus**.

9. TWO ANNIVERSARIES

9.1 WCC's sixtieth anniversary

The committee met **in hearing session**.

Metropolitan Gennadios, presiding, invited Dr Robra to give an oral report.

Dr Robra reported on celebrations planned for 2008 to mark the WCC's sixtieth anniversary. There would be an overarching theme: 'Making a difference together'. The central celebration would take place during the central committee meeting in February. Invitations to address the committee had been sent to the Ecumenical Patriarch, His All Holiness Bartholomew I, and to Mr Ban Ki-Moon, UN secretary general.

An essay competition for younger theologians would be launched in October 2007, and local celebrations would be promoted through visits, including the general secretary's planned travel, and regular programme activities. Results of the essay competition would also be published.

Discussion

Various comments and suggestions were made. Could the visual arts and music also be encouraged as well as essay writing? It was stressed that the celebrations would be spread out throughout the year and needed to be taken up into major regional, national and confessional events.

There was general support for the plans made, and the committee **encouraged** staff to continue with them.

Metropolitan Gennadios thanked Dr Robra for his presentation. Planning for the main celebrations during the central committee meeting in February 2008 would be discussed by the staffing and nominations sub-committee in their consideration of the central committee draft agenda.

9.2 Twenty-fifth anniversary of the publication of Baptism, Eucharist and Ministry (BEM)

The committee met **in hearing session.**

Metropolitan Gennadios, presiding, invited Metropolitan Vasilios to give an oral report.

Metropolitan Vasilios stated that the BEM document was one of the most important texts ever produced by the WCC. A 25th anniversary edition had been printed, for which he had had the honour of being the co-signatory to the introduction. The initial publication of BEM had created a dynamic towards unity within the churches that still continued today.

Metropolitan Gennadios added that BEM had been a best-seller in WCC publications. It had been translated into almost forty languages. Churches had made their own translations and it was studied in seminaries and theological faculties. It is a basic document in some bilateral dialogues. That same dynamism now needs to be maintained as churches respond to later faith and order documents: "The nature and

mission of the church", and "Called to be the one church". The ecclesiology debate must continue.

There was a brief discussion.

Metropolitan Gennadios thanked Metropolitan Vasilios for his report.

10. DATES AND VENUES OF FUTURE MEETINGS

The committee had already noted dates and venues of future meetings during its consideration of the report of the staffing and nominations sub-committee (7.8.10 above). The dates and venues for 2008 are given again here:

Executive committee	11-12 February	Geneva
Central committee	13-20 February	Geneva
Executive Committee	23-26 September	Lübeck, Germany

11. CLOSING ACTIONS

The moderator, on behalf of the committee, expressed thanks to the many people who had made the present meeting at the Mother See of Holy Etchmiadzin possible:

Archbishop Yeznik Petrossian, General Secretary for Inter-Church Relations, for hosting the executive committee at the Mother See.

Father Hovakim Manukyan, Inter-Church Relations Office Director (also former student at Bossey), for the organization of the visit of the general secretary and the executive committee meeting.

Father Moushegh Babayan, Vice-Director of Finance and Administration on loan to the Inter-Church Relations Department. He accompanied the general secretary's visit before the executive committee.

Staff of the Inter-Church Relations Department:

- **Deacon Tigran Baghumyn** – accompanied the executive committee on their exposure visit.

- **Deacon Suren Gevorkian** – for his presence at the hotel and airport.
- **Deacon Michael Barseghyan** – for his presence at the hotel and airport (has applied to be a steward for the next central committee meeting).
- **Ms Gayane Aleksanyan** – assistant in the Inter-Church Relations Department.
- **Ms Lilith Hovhannisian** – on loan to the department for this meeting.

Special thanks were due to Archbishop Vicken, who not only participated fully as a member of the executive committee, but also ensured that all participants were well taken care of in the evenings, on the bus, with special dinners and other arrangements – always making sure the experience of his country was a most positive one for every member of the executive committee.

He further thanked Metropolitan Gennadios for his leadership as vice-moderator; all members of the committee for the spirit in which they had done their work; the general secretary and the staff, both those present at Etchmiadzin and those remaining in Geneva, for the arrangements made.

Metropolitan Gennadios thanked Dr Altmann for his leadership as moderator [applause].

The moderator then presented the crosses that had been used in the daily common prayer to Archbishop Yeznik Petrossian for the Mother See of Holy Etchmiadzin.

He then closed the meeting at 2.20pm on 28 September 2007 and invited OKR Jens Nieper to offer a closing prayer.

APPENDICES

I. List of participants
II. Membership of sub-committees
III. Moderator's statement at the Armenian Genocide Memorial
IV. Membership of the faith and order plenary commission

APPENDIX I

List of participants

Officers:	Rev. Dr Walter Altmann	moderator
	Metr. Prof. Gennadios of Sassima	vice-moderator
	Rev. Dr Samuel Kobia	general secretary

Members:
Dr Agnes Abuom
Archbishop Vicken Aykazian
Bishop Samuel R. Azariah
Metr. Bishoy of Damiette
Ms Nerissa Celestine-James
Dr Margareta Grape
Ms Hae Sun Jung
Rev. Carmen Lansdowne
Rev. Sanele Faasua Lavatai
Pastor Antonio P. Malungo
Mr Graham G. McGeoch
Ms Iyabo Oyekola
Rev. Dr Larry Pickens
Rev. Dr Tyrone Pitts
Metr. Dr Vasilios of Constantia-Ammochostos
Ms Outi Vasko

Ex officio: Dean Anders Gadegaard

Apologies:
Bishop Ivan M. Abrahams
Bishop Dr Hilarion Alfeyev
Rev. Dr Margaretha Hendriks-Ririmasse
Ms Lois McCullough Dauway
Archbishop Dr Nifon of Targoviste
Bishop Martin Schindehütte

Substitutes:	Archpriest Vsevolod Chaplin OKR Jens Nieper
Staff:	Mr Jean-Nicolas Bazin Mr Mark Beach Ms Catherine Christ-Taha Ms Elaine Dykes Mr Jonathan Frerichs Dr Aruna Gnanadason Mr Mark Johnson Mr Georges Lemopoulos Rev. Dr Martin Robra Dr William Temu Rev. Dr Hielke Wolters
Minute-writer:	Rev. Tony Coates
Administration:	Ms Ursula Zierl

APPENDIX II

Proposed membership of sub-committees

Programme

Rev. Dr Walter Altmann (Moderator)
Dr Agnes Abuom
Metr. Bishoy of Damiette
Ms Nerissa Celestine-James
Archpriest Vsevolod Chaplin
Ms Margareta Grape
Pastor Antonio P. Malungo
OKR Jens Nieper
Rev. Dr Tyrone Pitts
Ms Outi Vasko

Finance

Dean Anders Gadegaard (ex officio)
Rev. Carmen Lansdowne
Ms Iyabo Oyekola
Rev. Dr Larry Pickens
Metr. Dr Vasilios of Constantia-Ammochostos

Staffing and Nominations

Metr. Prof. Gennadios of Sassima (Moderator)
Archbishop Vicken Aykazian
Bishop Samuel R. Azariah
Ms Hae Sun Jung
Rev. Sanele Faasua Lavatai
Mr Graham G. McGeoch

Public Issues

Dr Agnes Abuom (Moderator)
Archpriest Vsevolod Chaplin
Ms Margareta Grape
Ms Hae Sun Jung
Rev. Carmen Lansdowne
Rev. Sanele Faasua Lavatai
OKR Jens Nieper
Rev. Dr Larry Pickens
Metr. Dr Vasilios of Constantia-Ammochostos
Ms Outi Vasko

APPENDIX III

Statement by the WCC moderator, Rev. Dr Walter Altmann, at the Armenian Genocide Memorial, Yerevan, 25 September 2007

We stand here in silence, a silence that is a cry of anguish in this place before Almighty God.

We stand here as a family, a family of churches from many lands embracing Armenian sisters and brothers in the memory of your sorrow.

We stand here as human beings remembering the mothers and fathers, the sons and the daughters struck down by genocidal violence in 1915, the one-and-a-half million who died, the half million more who were uprooted from their most ancient homeland.

We also stand here in tribute: to the dignity of those who suffered, to those who have protested including Muslim leaders, to the courageous villagers who helped save Armenians in Syria, and to the handful of Danish, German, British and American church workers and diplomats who brought news of this vast atrocity to the outside world, 92 years ago.

But this is not a place of yesterday. It is a place for our day. In the isolation of these killing fields, we remember Cambodia. In the inaction of the outside world, we think of Rwanda. And in the need for others to recognize such tragedy, we are reminded of the struggle of the Jewish people.

As part of the struggle for public recognition, the World Council of Churches 28 years ago took action to ensure that the United Nations recorded the Armenian genocide. 24 years ago the WCC assembly adopted its own statement of recognition -- to further break the silence, to clearly acknowledge your pain and so that other peoples might be

spared a similar fate. The worldwide community of the WCC has also shared its solidarity with the Armenian church and people on anniversaries of 1915.

Knowing that we are not immune from such crimes recurring today and recognizing that the prevention of genocide is an obligation for every state, the WCC is working to see that instruments of prevention especially the new international norm – the Responsibility to Protect – will ensure the safety of vulnerable populations at serious risk.

This is also a place to remember how much life and commitment we have seen in your church in these few days. In the bright faces of its youth, the strong voices of its seminarians, the wisdom of its leaders and the open doors of its churches you have given us assurance. We see that we are disciples together of God who so loves the world, who has conquered death and the grave, and who is risen to offer us full newness of life.

11 Feb 2008

Membership of Faith and Order Commission

APPENDIX IV

Family Name	Title	First Name	Church	Ch. Family	Country	Area	M/W	Cat.	L/O
(Standing Commission)									
Alfeyev	Most Rev. Dr	Hilarion	Russian Orthodox Church	Orthodox	Russia	EU	M		O
Andiñach	Rev. Dr	Pablo	Evangelical Methodist Church of Argentina	Methodist	Argentina	LA	M		O
Anyambod	Rev. Dr	E. Anya	Presbyterian Church in Cameroon	Reformed	Cameroon	AF	M		O
Athavale	Dr	Mabel	Church of North India	United and Uniting	India	AS	W		L
Birmelé	Rev. Dr	André	Eglise de la Confession d'Augsbourg d'Alsace et de Lorraine	Lutheran	France	EU	M		O
Bishopy of Damietta	Metropolitan		Coptic Orthodox Church	Orthodox	Egypt	AF	M		O
Bouwen	Rev. Fr	Frans	Roman Catholic Church	Roman Catholic	Israel	ME	M		O
Callam	Rev.	Neville	Jamaica Baptist Union	Baptist	Jamaica	CA	M		O
Durber	Rev. Dr	Susan	United Reformed Church	United and Uniting	United Kingdom	EU	W		O
Eriksson	Rev. Dr	Anne-Louise	Church of Sweden	Lutheran	Sweden	EU	W		O
Gennadios	Metropolitan Dr		Ecumenical Patriarchate	Orthodox	Greece	EU	M		O
Hallensleben	Dr	Barbara	Roman Catholic Church	Roman Catholic	Switzerland	EU	W		L
Henn, OFM cap	Rev. Dr	William	Roman Catholic Church	Roman Catholic	USA	NA	M		O
Hind	Rt Rev.	John	Church of England	Anglican	United Kingdom	EU	M		O
Hovhannissian (Ohanisyan)	Rt Rev.	Nathan (Samvel)	Armenian Apostolic Church (Holy See of Etchmiadzin)	Orthodox	Armenia	EU	M		O
Ionita	Rev. Dr	Viorel	Romanian Orthodox Church	Orthodox	Romania	EU	M		O
Kaulule	Mrs	Sarah	United Church of Zambia	United and Uniting	Zambia	AF	W		L
Klukach	Ms	Natasha	Anglican Church of Canada	Anglican	Canada	NA	W	Y	O
Koukoura	Professor	Dimitra	Ecumenical Patriarchate	Orthodox	Greece	EU	W		L
Lancaster	Rev Dr	Sarah	United Methodist Church	Methodist	USA	NA	W		O
Link-Wieczorek	Professor	Ulrike	Evangelische Kirche in Deutschland	United and Uniting	Germany	EU	W		L
Lowery	Rev. Prof	Richard H.	Christian Church (Disciples of Christ) in the US	Disciples	USA	NA	M		O
Oshitelu	Rev. Dr	Gideon	Church of the Lord (Aladura) Worldwide	African Instituted	Nigeria	AF	M		O
Peristeris	Archbishop	Aristarchos	Greek Orthodox Patriarchate of Jerusalem	Orthodox	Israel	ME	M		O
Schmiedt Streck	Professor	Valburga	Ev. Church of Lutheran Confession in Brazil	Lutheran	Brazil	LA	W		L
Shastri	Rev. Dr	Hermen	Methodist Church in Malaysia	Methodist	Malaysia	AS	M		O
Tausi	Rev.	Kitiona	Tuvalu Christian Church	Reformed/Congr.	Tuvalu	PA	M	Indig	O
Todd Peters	Rev. Dr	Rebecca	Presbyterian Church (USA)	Reformed	USA	NA	W		O
Treloar	Rev. Dr	Richard	Anglican Church of Australia/Uniting Church in Australia	Anglican	Australia	AS	M		O
Vasilios of Constantia	**Metropolitan**		**Church of Cyprus**	**Orthodox**	**Cyprus**	**EU**	**M**		**O**

Family Name	Title	First Name	Church	Ch. Family	Country	Area	M/W	Cat.	L/O
(Plenary Commission)									
Alvarez Coleman	Rev.	Ofelia	Moravian Church in Nicaragua	Moravian	Nicaragua	LA	W		O
Ananyan	Rev.	Shahe	Armenian Apostolic Church	Orthodox	Armenia	EU	M		O
Azange	Rev.	Margaret	Presbyterian Church in Cameroon	Reformed	Sudan	AF	W		O
Barakat	Rev.	Isaak	Greek Orthodox Patriarchate of Antioch and all the East	Orthodox	Lebanon	ME	M		O
Berlis	Rev. Professor	Angela K.H.	Old Catholic Church in the Netherlands (Union of Utrecht)	Old Catholic	Netherlands	EU	W		O
Bhajjan	Mrs	Evelyn	Church of Pakistan	United and Uniting	Pakistan	AS	W		L
Chin	Rev.	Sia Siew	Methodist Church in Malaysia	Methodist	Malaysia	AS	W	Disabl.	O
Chrysostomos	Metropolitan		Church of Greece	Orthodox	Greece	EU	M		O
de la Paz Cot	Rev. Dr	Marianela	Igelesia Episcopal de Cuba	Anglican	Cuba	CA	W		O
Delikonstantis	Professor	Konstantinos	Ecumenical Patriarchate	Orthodox	Greece	EU	M		L
Donald	Rev. Dr	Peter	Church of Scotland	Reformed	United Kingdom	EU	M		O
Downton	Dr	Keelan	National Community Church, Washington	Pentecostal	USA	NA	M	Y	L
Ekey'Enjali	Rev. Dr		Eglise du Christ au Congo - Disciples of Christ in Congo	Disciples	Democratic Republic of Congo	AF	M		O
Erwin	Dr	R. Guy	Ev. Lutheran Ch. In America	Lutheran	USA	NA	M		L
Faulhafer	Ms	Sara	Evangelical Lutheran Church in Canada	Lutheran	Canada	NA	W	Y	L
Fisher	Rev. Canon	Peter	Church of England	Anglican	United Kingdom	EU	M		O
Fuchs, SA	Sr	Lorelei F.	Roman Catholic Church	Roman Catholic	USA	NA	W	Y	L
Fykse Tveit	Rev. Dr	Olav	Church of Norway	Lutheran	Norway	EU	M		O
George	Rev.	Prakash G.	Mar Thoma Syrian Church of Malabar	Mar Thoma	India	AS	M		O
Ghantous	Mr	Hadi	National Evangelical Synod of Syria and Lebanon	Reformed	Lebanon	ME	M	Y	L
Ginting	Miss	Sri Ulina	Gereja Batak Karo Protestan (GBKP) Indonesia	Reformed	Indonesia	AS	W		L
Gouldbourne	Rev. Dr	Ruth	Baptist Union of Great Britain	Baptist	United Kingdom	EU	W		O
Grieb	Rev. Dr	Anne Katherine	Episcopal Church (USA)	Anglican	USA	NA	W		O
Guta	Rev.	Megersa	Ethiopian Evangelical Church Mekane Yesu	Lutheran	Ethiopia	AF	M		O
Halldorf	Mr	Joel	Swedish Pentecostal Movement	Pentecostal	Sweden	EU	M	Y	L
Hietamâki	Ms	Minna	Evangelical Lutheran Church of Finland	Lutheran	Finland	EU	W	Y	L
Hollertz	Mr	Frederik	Church of Sweden	Lutheran	Sweden	EU	M	Y	L
Hoppe	Mr	Nathan (Samvel)	Orthodox Autocephalous Church of Albania	Orthodox	Albania	EU	M		L
House	Rev.	Renee	Reformed Church in America	Reformed	USA	NA	W		O
Hovorun	Dr	Sergey	Russian Orthodox Church	Orthodox	Russia	EU	M		L
Ibrahim	Metropolitan Dr	Mar Gregorios Yohanna	Patriarchate of Antioch and all the East	Orthodox	Syria	ME	M		O

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Illangasinghe	Rt Rev.	Kumara	Church of Ceylon	Anglican	Sri Lanka	AS	M		O
Jaskola	Dr	Piotr	Roman Catholic Church	Roman Catholic	Poland	EU	M		
Kan	Rev.	Baoping	China Christian Council	United and Uniting	China	AS	M		O
Kinsou	Rev.	José Tonoussé	Eglise protestante methodiste du Benin	Methodist	Benin	AF	M		O
Klingbeil	Rev. Dr	Gerald A	Seventh-day Adventist Church	Adventist	Argentina	LA	M		O
Ko	Sister	Ha Fong Maria	Roman Catholic Church	Roman Catholic	Italy	AS	W		L
Koffeman	Rev. Dr	Leo K.	Protestant Church in the Netherlands	United and Uniting	Netherlands	EU	M		O
Kordochkin	Rev. Dr	Andrei	Russian Orthodox Church	Orthodox	Russia	EU	M	Y	O
Koujiro	Rev. Dr	Masaki	United Church of Christ in Japan	United and Uniting	Japan	AS	M		O
Lambriniadis	V. Rev. Archimandrite Dr	Elpidophoros	Ecumenical Patriarchate	Orthodox	Turkey	EU	M		O
Lay	Rev.	Arthur Ko	Myanmar Baptist Convention	Baptist	Myanmar	AS	M		O
Longchar	Mr	A. Wati	Council of Baptist Churches in N.E. India	Baptist	India	AS	M	Indig	L
Lukaszuk	Archpriest Rev.	Jan	Polish Autocephalous Orthodox Church	Orthodox	Poland	EU	M		O
Maffeis	Rev. Prof.	Angelo	Roman Catholic Church	Roman Catholic	Italy	EU	M		O
Magala	Mr	Enoch	Greek Orthodox Patriarchate of Alexandria, Uganda	Orthodox	Uganda	AF	M	Y	O
Makarios of Kenya	Metropolitan		Greek Orthodox Patriarchate of Alexandria and All Africa	Orthodox	Kenya	AF	M		O
Malanga	Rt Rev.	Purity	Methodist Church of Southern Africa	Methodist	South Africa	AF	M		O
Mamani Achata	Rev.	Modesto	Evangelical Methodist Church in Bolivia	Methodist	Bolivia	LA	M	Indig.	O
Masango	Rev. Dr	Maake	Uniting Presbyterian Church in Southern Africa	United and Uniting	South Africa	AF	M		O
Meyendorff	Dr	Paul	Orthodox Church in America	Orthodox	USA	NA	M		L
Mikkelsen	Professor	Hans Vium	Evangelical Lutheran Church in Denmark	Lutheran	Denmark	EU	M		L
Morfi	Ms	Xanthi	Ecumenical Patriarchate	Orthodox	Greece	EU	W	Y	L
Muller	Rev.	Iára	Evang. Church of Lutheran Confession in Brazil	Lutheran	Brazil	LA	W	Disabl.	O
Mwamwaja	Mrs	Victoria D.	Moravian Church in Tanzania - Southern Province	Moravian	Tanzania	AF	W		L
Nathanael	H.G. Archbishop		Ethiopian Orthodox Tewahedo Church	Orthodox	Ethiopia	AF	M		O
Nenola	Mrs	Aino	Orthodox Church of Finland	Orthodox	Finland	EU	W	Y	L
Noth	Rev. Dr	Isabelle	Federation of Swiss Protestant Churches	Reformed	Switzerland	EU	W		O
Oh	Rev. Prof.	Young Suck	Presbyterian Church in the ROK	Reformed	Korea	AS	M		O
Onaiyekan	Most Rev. Archbishop	John	Roman Catholic Church	Roman Catholic	Nigeria	AF	M		O
Parmentier	Rev. Professor	Martien F.G.	Old Catholic Church in the Netherlands (Union of Utrecht)	Old Catholic	Switzerland	EU	M	Disabl.	O
Pepple	Ms	Amal	Church of Nigeria (Anglican)	Anglican	Nigeria	AF	W		L
Perelini	Rev. Dr	Otele	Congregational Christian Church in Samoa	Reformed	Western Samoa	PA	M		O

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Petrou	Rev. Dr	Argyris	Greek Evangelical Church	Reformed	Greece	EU	M		O
Pratt	Rev. Dr	G. Douglas	Anglican Church in Aotearoa, New Zealand and Polynesia	Anglican	New Zealand	PA	M		O
Robeck	Rev. Dr	Cecil M.	Assemblies of God	Pentecostal	USA	NA	M		O
Sakenfeld	Rev. Dr	Katherine Doob	Presbyterian Church (USA)	Reformed	USA	NA	W		O
Sathiamurthy	Dr	Pauline	Church of South India	United and Uniting	India	AS	W		L
Scampini	Rev. Dr	Jorge	Roman Catholic Church	Roman Catholic	Argentina	LA	M		O
Schwöbel	Professor	Christoph	Evangelische Kirche in Deutschland	Lutheran	Germany	EU	M		L
Scott	Professor	Janet	Friends World Committee for Consultation	Quaker	United Kingdom	EU	W		L
Scouteris	Professor	Constantine	Church of Greece	Orthodox	Greece	EU	M		L
Shepherd	Rev. Dr	Loraine	United Church of Canada	United and Uniting	Canada	NA	W		O
Shevzov	Dr	Vera	Orthodox Church in America	Orthodox	USA	NA	W		L
Tanielian	V. Rev. Fr	Anoushavan	Armenian Apostolic Church, Catholicosate of Cilicia	Orthodox	USA	NA	M		O
Tawfik	Dr	Wedad Abbas	Coptic Orthodox Church	Orthodox	Egypt	ME	W		L
Thönissen	Dr	Wolfgang	Roman Catholic Church	Roman Catholic	Germany	EU	M		O
Tita	Rev. Fr	Michael	Romanian Orthodox Church	Orthodox	Romania	EU	M		O
Tupou	Ms	Minoneti	Free Wesleyan Church of Tonga	Methodist	Tonga	PA	W	Y	L
Unsworth	Rev.	Janet	Methodist Church in Ireland	Methodist	United Kingdom	EU	W		O
Van Parys, OSB	Dom	Michel	Roman Catholic Church	Roman Catholic	Belgique	EU	M		O
Van Regenmorter		Christina	Friends General Conference	Quaker	USA	NA	W	Y	L
Vanickova	Mgr	Vera	Czechoslovak Hussite Church	Reformed	Czech Republic	EU	W		O
Varghese	Rev. Dr	Baby	Malanka Orthodox Syrian Church	Orthodox	India	AS	M		O
Vetter	Rev.	Molly	United Methodist Church	Methodist	USA	NA	W	Y	O
Wang	Rev. Dr	Lisa	Anglican Church of Canada	Anglican	Canada	NA	W		L
Wijlens	Dr	Myriam	Roman Catholic Church	Roman Catholic	Netherlands	EU	W		L
Young	Bishop	McKinley	African Methodist Episcopal Church	Methodist	USA	NA	M		O
TO BE NAMED			United Church of Christ	United and Uniting	USA	NA	W	y	L
TO BE NAMED			Evangelische Kirche in Deutschland		Germany	EU	W	Y	